

Pension News
Funds raise benefits

p. 3

Convention News
Full coverage of Orlando

pp. 6-11

Carhaul News
Convention and contract

p. 13

Soft Drink News
N.Y. Coke, Pepsi contracts

p. 14

TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

August 1991 #107

'We Could Not Keep Them In'

Canadian UPS Teamsters Strike Nationwide

The 2,000 Canadian Teamsters working at United Parcel Service are taking on Big Brown. The union called a nationwide strike on July 22 in Canada after negotiations between the union and the corporation broke down. The Teamster members had been working on an extended contract since the previous three-year agreement expired in February.

The \$200 per week strike benefits now written into the IBT Constitution since the June convention may have

been won just in time for these Teamster brothers and sisters, if the strike extends a second week. The benefits would be paid in Canadian dollars.

As *Convoy Dispatch* goes to press, officers and members in British Columbia and Ontario report that operations are completely shut down. Little, if anything, is moving across the U.S.-Canadian border, by air or ground.

The walkout came weeks after UPS

Teamsters had voted by some 90% in May to strike if necessary. Conditions deteriorated to the point by Friday, July 19, that "we could not keep them in," said one official, who explained that the rank and file just started walking out in some areas.

The breakdown in negotiations came after UPS's continued hard-line push for new language on air operations that would, in part, allow unlimited use of part-time workers for separate air pickup and air delivery shifts (at cut-rate wages), with not even a three-hour guarantee.

In the United States the air operation is the most profitable and fastest-growing part of the business. A concessionary article within the U.S. Master Agreement titled "Air Operations" has been in effect since 1987. Further concessions were agreed to in the 1990-93 agreement. It provides the cheaper labor and

greater flexibility on work rules that the corporation is now looking to gain in Canada. UPS's Canadian air operation is still in its infancy, so the corporation's strategy is to push now for major concessions in preparation for expansion plans.

Canadian Teamsters can see the writing on the wall and are fighting to protect their conditions. Obviously the concessionary demands for the air operation would affect current full-timers by diverting their air work to lower-paid part-timers. But the effects wouldn't stop there, as additional concessionary demands included limiting

continued on page 13



Our members don't ask for miracles, but they have a right to ask for hard work, honesty and accountability from their union leaders. They have a right to know that their working conditions and standard of living will not decline, and that they will no longer be asked to accept weaker contracts and evaporating job security. They have a right to know that their union stands committed to just one principle, that only honest men and women who work hard for members will have a place in this union. And they have a right to know that they never again will be "Forgotten Teamsters," that there are only Teamsters—brothers and sisters, working men and women, part-timers and full-timers—who stand tall and say "I am a Teamster, and I'm damn proud of it!"

—Ron Carey
accepting nomination for Teamster General President
IBT Convention, June 28, 1991

Durham Sides With Employers On NMFA Vacation Trick

Some freight Teamsters were surprised to learn recently that they will not get the three weeks vacation promised to them by chief freight negotiator R.V. Durham with the signing of the NMFA.

The union's pre-ratification "Contract Reports" and the material included with the balloting for the NMFA specifically stated that "employees shall receive three (3) weeks of paid vacation after they have been employed for 8 years. The previous contract provided for 3 weeks after 10 years."

Even on the "Wage and Benefit Summary" included with the ballots it was listed as: "3. Vacation (3 weeks @ 8 years)," and estimated it would cost

freight employers 5 cents an hour over three years.

When some freight Teamsters were denied their three weeks they filed grievances, and in early June, a National Grievance Committee decision came down with an "interpretation" that pleases the employers and throws out seniority.

The "interpretation" is as follows: "Employees who complete eight (8) years' service and whose anniversary date occurs prior to April 1, 1991, are entitled, if otherwise qualified, to two (2) weeks' vacation for their 1990-1991 anniversary year.

"Employees completing eight (8) years' service and whose anniversary

continued on page 13

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

Non-Profit Org.
U.S. postage
PAID
Detroit, Mich.
Permit No. 1519

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

UNION SOLIDARITY

House Passes Anti-Scab Legislation

The House of Representatives on July 17 passed HR 5, the anti-scab bill, by a vote of 247 to 182. The Senate is expected to vote soon on S 55, its version of the legislation, but it is unclear if there will be the 60 votes needed to break a likely filibuster.

The margin of victory in the House indicates an uphill battle to override the expected veto of President George Bush once the legislation reaches his desk. The House vote fell 43 votes short of what would be needed for the override.

This makes taking to the streets on Solidarity Day '91 (see below) all the more important, as it was in the streets and the sitdown strikes of the 1930s that workers first forced business and government to recognize our right to organize.

Following is a letter written by TDU member Dave Dethrow to the editor of the St. Louis Post Dispatch. He was responding to a previous letter in the newspaper which claimed that passage of the anti-scab bill "could totally upset the balance of power that has existed at the negotiation table for more than 50 years."

Brother Dethrow is a member of St. Louis Local 688, and was a delegate to the recent IBT Convention.

A Worker's Right

In response to Cheryl Fluri's May 27 letter, it's disturbing to think Americans would believe passage of S 55 and HR 5, the striker-replacement bills, would eliminate a company's ability to negotiate.

Contrary to Fluri's beliefs, these bills introduced by Sen. Howard Metzenbaum, D-Ohio, and Rep. William Clay, D-St. Louis, would not prevent American companies from hiring replacement workers during strikes. They could not impose restrictions or regulations on employers concerning the hiring or firing of people who choose to cross a picket line for employment.

More than 50 years ago, Congress passed the National Labor Relations Act to protect the right of workers to form unions, engage in collective bargaining and strike when negotiations

fail.

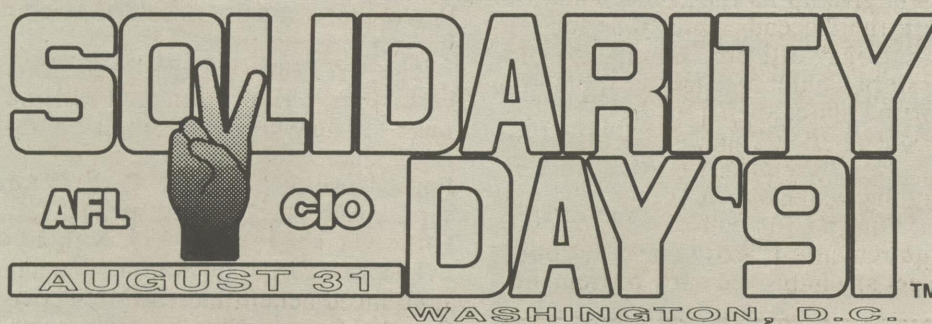
The Supreme Court ruled in a 1938 case, *NLRB vs. Mackay Radio & Telegraph Co.*, that although workers had the right to strike, employers had the right to hire permanent replacements. Employers used this weapon sparingly until 1981, when Ronald Reagan fired more than 11,000 air traffic controllers. Corporate America took the cue that it was politically acceptable to replace striking employees permanently. A worker's right to strike has become an employer's tool to lower labor costs and benefits and bust unions.

For the past 10 years, employers who wanted to get rid of trade unions have been taking advantage of the anti-union climate, often deliberately forcing their employees to strike and then replacing them. Some employers

have gone so far as to advertise for permanent replacement workers even while negotiations are in progress. Since 1981, American companies have permanently replaced about 300,000 union employees.

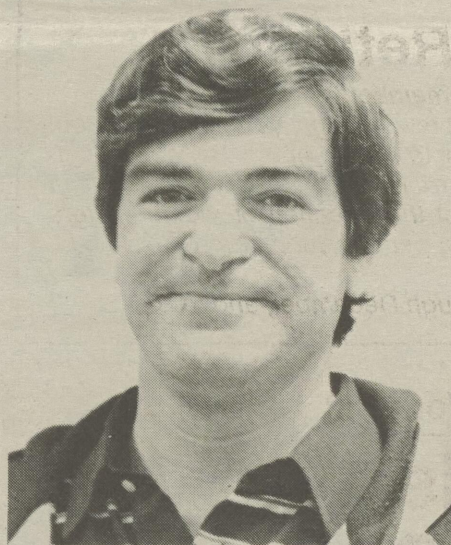
Fluri says the defeat of this legislation is a must to maintain an incentive to negotiate in good faith. A report by the Economic Policy Institute, a liberal research group, shows walkouts in 1984 to 1988 lasted 363 days when permanent replacements were hired, six times the normal strike duration. The National Labor Relations Board's unfair-labor-practice cases are rising and taking longer to resolve.

Contact your member of Congress and ask for his or her support for this pro-working class, pro-union legislation.



Michael Ruscigno
Recording secretary and
business agent, Local 138
Long Island City, N.Y.

I'm going to the Solidarity Day '91 demonstration in Washington, D.C., to stand with other unionists to protest the President's vow to veto the anti-scab bill. My local will be sending two buses of striking White Rose workers to Washington. These workers have been on strike for six months while the company continues to operate with scabs.



TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich. Local 486
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

George Beam, Lexington, Ky., Local 651
Sarah Bequette, St. Louis Local 600 spouse
Connie McArthur, Seattle Local 174

Members:

John Braxton, Philadelphia Local 623
Lucila Conde, San Diego Local 481
Gillian Furst, Minneapolis Local 1145
Jackie Jenkins, Memphis, Tenn., Local 891
Dave Kapitula, Wilkes-Barre, Pa., Local 401
Michael Ruscigno, New York Local 138
J. Anthony Smith, Washington, D.C., Local 639
Rick Smith, Atlanta Local 728
J.C. Thomas, Memphis Local 667

Alternates:

Bilal Chaka, Long Beach, Calif., Local 692
Rudy Hernandez, Oakland, Calif., Local 853

Index

Pension News	p. 3
Freight News	pp. 4-5
IBT Convention, Election News	pp. 6-9
Delegates Speak Out on the IBT Convention	pp. 10-11
UPS News	p. 12
Carhaul News	p. 13
Soft Drink, Local News..	p. 14
Letters	p. 15

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1990 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

N.Y./N.J. Office: 500 State St., 2nd floor, Brooklyn, N.Y., 11217. (718) 852-9230.

Western Organizer: Gail Sullivan, 5337 College Ave., Suite 458, Oakland, Calif. 94618 (415) 658-7159.

Copyright © 1991 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, TDU Convo Dispatch, must be cited.

PAY ATTENTION TO YOUR PENSION

New WCT Early Retirement Program:

Members Must 'Buy In'; Full Funding Policy Intact

The Western Conference Pension Trust, responding to ongoing pressure for 30-and-out benefits, has announced a new early retirement program to become effective next year. The program is not an increase in benefits, but rather is a new option available for a price.

WCT members who meet the requirements on contributions will be able to retire in 1992 or later with an unreduced benefit, if their age and credits add up to 85. So a 30-year Teamster can retire on a full benefit at age 55, for example (30+55=85). The amount of the benefit is calculated in the old way.

Details of the price of the program are sketchy at press time. The fund has said that an extra 6.5% of current contributions must go into a special fund for the early retirement program. Vince Aloise, a Western Conference rep, told one member that for UPS members, the new \$.35 per hour in benefit payments due from the company on Aug. 1 will be divided among health and welfare, pension and the new early retirement program.

Thus the new program has its costs: every penny used to fund it will cut into pensions. For instance, if UPS members would have gotten another \$.15 in contributions in August that go instead into the early retirement fund, they will lose from around \$30 per month for a 30-year member who retires next year, to more than \$100 per month for a 20-year Teamster who works another 10 years.

Fund Can Afford More

An independent actuarial study sponsored by TRF showed that the WCT pension trust can afford at least a \$2,000 30-and-out (at any age), without extra contributions, if it would give up its fully funded status. With the December elections for International officers coming up, the Western Conference trustees who are worried about their jobs have had to produce benefits they can take credit for. But they are still backing full funding, which only helps the employers. Thus no 30-and-out, and thus the requirement of "extra contributions" to get any improved early retirement.

Thinking of Retiring?

Leave the union in good hands ... the members'!

If you're thinking of retiring in the next few months, you could miss out on a chance to help bring our union back to the members. Because when you retire, you'll be sent a withdrawal card. But if you stay on, your vote in December's election will not only affect the direction of the Teamsters union, it will also affect the health of your pension fund and retiree health care plan.

Be a part of making history: work through December, and **VOTE!**

Central States Tells Kroger Workers:

'Union Officials Unreliable on Pensions'

As the Central States Pension Fund battles in court to deny Kroger members their rightful credits, one of its main defenses is that the members should not have relied on the word of their union officials when those officials described what pensions they could earn.

The fund is expected to oppose the certification of the Kroger Teamsters who worked there in 1971 as a class suitable for filing a class-action lawsuit. The fund is scheduled to submit arguments on this topic in August, and a decision on the class certification may come in early September. No trial date has been scheduled.

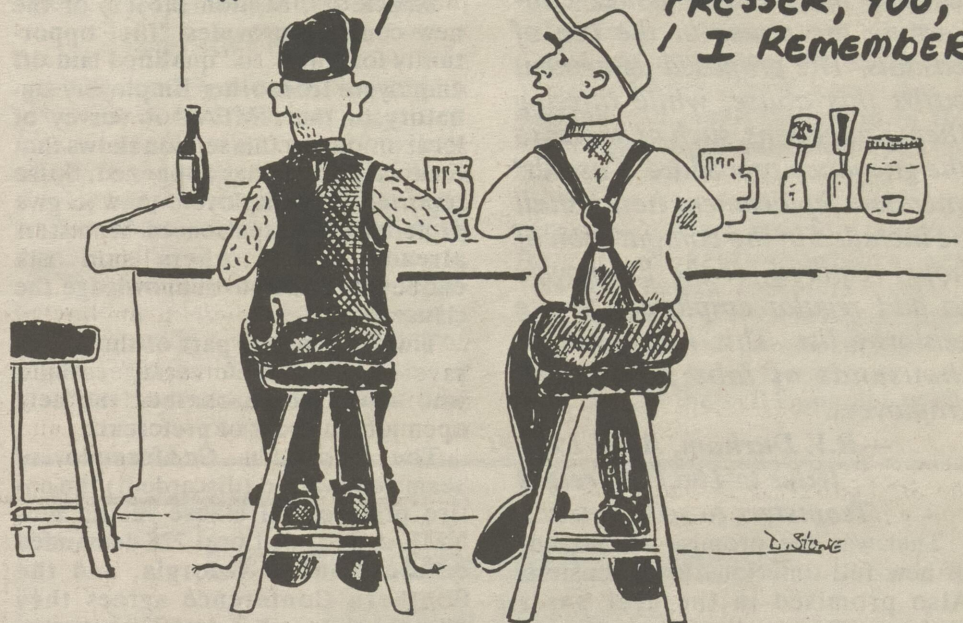
Kroger Teamsters in 1971 were persuaded to leave the company's pension plan for the Central States fund. Part of the inducement was the promise that Central States would

give them past-service credit for their previous years with Kroger, and that past-service credit would make them eligible for the top benefits in their contribution class. Later, the fund changed the rules so that past-service credits wouldn't count toward the top benefits. That meant a Kroger Teamster would have to work until the year 2001 to get a 30-year pension no matter how long he or she had worked at Kroger.

Now the issue in court will be whether they really were promised availability of top benefits. And Central States is saying that if these promises were made by Teamster officials, the members should not have relied on them to tell them the truth about their pension benefits. That might be good advice, although we hope it won't stand up in court.

RU's Campaign Lit
SAYS HE WON a
bunch of REFORMS
at THE CONVENTION.

YEA, YOU LIKED
RU's buddy,
PRESSER, too,
I REMEMBER.



Rank and File Organizing Brings New England Pension Increases

The New England Pension Fund has announced benefit increases effective Oct. 1 this year. The increases come on the heels of a well-organized legal effort brought against the fund by the New England Teamster Pension Improvement Committee (NETPIC); the increases also happen to take effect about two months before the election for International officers. President William McCarthy, supporter of the R.V. Durham slate, is a New England pension trustee.

The increases are calculated to just meet or slightly exceed the contributory pensions of the Central States Pension Fund. The Central States benefits were used to sell the Master Freight Agreement in the Central and Southern conferences. But that left Teamsters in other areas asking why their benefits could not be as good. The New England trustees

apparently decided to measure up.

The increases will only be available to those with negotiated contribution rates as high as those in the freight and UPS contracts. Again, the trustees were looking at where the votes are.

Local 404 UPSer and NETPIC member Jerry Gaimari said, "I think NETPIC can take credit for this increase. Although I'm pleased with the \$2,000 per month 30-and-out, NETPIC members still want to see cost-of-living increases and good retiree health benefits."

**TDU Rank & File
Convention
October 25-27
St. Louis**

UPSers to Get Central States Increases in Spite of \$4 Ripoff

Local union officials across the Central and Southern conferences are telling UPS members that come Aug. 8, they too will be eligible for the increased pensions announced by the Central States Pension Fund when the Master Freight Agreement was voted on. The word is that the UPS weekly contribution rate will be raised to \$79, which will meet the fund's requirements to gain the new higher benefits.

The \$79 rate is actually \$4 less than what freight companies pay in a week: five daily contributions of \$16.60 each=\$83. But the Central States trustees had agreed back in 1985 to give UPS, the most profitable ship in

the shipping business, a \$4 break on contributions. The contract at that time called for UPS to pay the same as freight. But the \$4 per week discount has continued from that time on.

The \$4 per week comes to about \$208 per year per member, or about \$40 million total since 1985. The younger members, whose future benefits will be calculated as a percent of contributions, are losing about \$4 in monthly benefits for every year of service, or about \$25 per month so far.

A lawsuit sponsored by TRF challenging the \$4 giveback is in the courts right now, awaiting a judge's decision on a preliminary motion.

FREIGHT NEWS

Casual Clauses in New Freight Agreement

More False Promises?

"Many members and Local Unions have raised issues concerning the abuse in the use of casuals. The proposed agreement curbs this abuse, while offering them protections, such as access to the grievance procedure. Casuals' vacation replacement hours shall be included in the computation of hours required for the Employers to add regular employees to the seniority list. This will result in thousands of jobs for regular employees."

—R.V. Durham, April 1991
letter to 160,000 freight
Teamsters to sell contract.

That was the promise—thousands of new full-time jobs for Teamsters. Also promised in the deal was a preferential hiring list for casuals, and job placement for Teamsters at bankrupt carriers. Four months after the effective date of the contract, members are waiting to see any results or jobs.

Convoy Dispatch surveyed principal officers in several major freight locals and asked the impact of the new language. Comments ranged from "zero," to "the employers are laughing at it," to "we've been promised an interpretation since May 29."

Preferential Hiring

Article III, Section 2(b)(7) of the new contract provides "first opportunity for work" to "qualified laid-off employees from other Employers signatory to the NMFA." A survey of local unions on this section shows that little or nothing has happened. Some reported that employers tend to give preference to experienced Teamsters already, while others said the employers refuse to acknowledge the clause at all.

This language is part of the clause providing for "preferential" casuals, who would be guaranteed the next open job, in order of preference.

The Southern Conference of Teamsters waived (discarded!) the entire preferential clause in the new NMFA! Georgia Local 728 demanded enforcement in Georgia, and the Southern Conference agrees they have the right to it. Local 728 has compiled a list and provided it to carriers, to start enforcement of the language for preferential casuals.

In the Central Conference, locals were called to a meeting on contract interpretation on May 29, where they were told the employers were balking at the clauses they just signed. Durham's Central Conference campaign manager Harold Yates of St. Paul, Minn., Local 120 was to get something out to all locals, but two months later

nothing has been heard.

Vacation Replacements

Article III, Section 2(b)(2) provides that after June 30, any terminal that had 65 casual shifts worked for vacation replacement in the past three months (April-May-June) should be now obligated to hire one Teamster. And for each additional 65, another hire. Durham promised "thousands of jobs" on this one. Anyone out there seen those jobs? If so, let us know. If not, demand enforcement of this clause.

Stewards and local unions have a perfect legal right to all company documents necessary for effective enforcement and verification of these clauses. For more information, contact the TDU national office in Detroit.

Local 705—'No Supplemental Casuals'

Meanwhile, Chicago Local 705 has outdone—or at least outclaimed—Durham by a long shot, claiming to eliminate casuals entirely in the new freight contract there.

Local 705 has never been a party to

the NMFA (or the UPS national contract either), and historically bargains a deal copying the NMFA. However, now Local 705 has just announced, in July, a deal that eliminates all supplemental casuals.

The language provides that if even one casual is used even one day, above the complement of regulars, the carrier must hire a casual immediately. Local 705 principal officer Dan Ligurotis, running for General Secretary-Treasurer on the Walter Shea slate, has been bragging about this clause, compared to Durham's pitiful efforts on casuals.

It remains to be seen how (or if) it will be enforced, but it certainly shows what would be possible on a national level.

Ligurotis has never gotten a penny better deal than the national, and is most interested in his own union salaries (\$442,344 with expenses in 1990). But now that he is running, he has showed how easy (without even threatening a strike) it is to get a better casual clause.

Imagine what a real leadership could do in bargaining, and in contract enforcement!

12% Wage Cut Doesn't Save Jobs

JTL Declares Bankruptcy, Shuts Doors

Jones Truck Lines Inc. became a statistic on July 9, closing its doors and forcing some 3,000 workers in 23 states to hit the unemployment line. News of the Chapter 11 bankruptcy came though JTL Teamsters had taken a 12% "profit sharing" pay cut in February after management claimed this would save Teamster members' jobs. A company official said JTL will be liquidated rather than reorganized.

JTL, founded by Harvey Jones in 1918, had changed hands twice during the 1980s, once to Sun Carriers and later, in 1988, to a holding company comprised of top management.

Like PIE and Transcon Teamsters in 1990, the JTL Teamsters learned they weren't buying their jobs by giving back 12%, they were renting them.

There are no figures on what JTL's corporate executives bagged in 1990 (and 1991) because it's a privately held company, but according to an Arkansas newspaper, P. Elliot Burnside, the president of the company until three months ago, made \$175,000 a year. He's now reported to be looking into other trucking inter-

ests, perhaps with Malcolm McLean, who sold his interest in McLean Trucking before that company declared Chapter 11 in 1986.

One reason JTL officials gave for filing Chapter 11 was that a big lender refused to extend more credit. A spokesman for Traffic Consultants Inc. in Memphis blamed non-union carriers, such as Arkansas Freightways, Spartan and Con-Way, for JTL's troubles. This underscores the importance of Teamster organizing in the freight industry, and of dealing with Roadway's and CF's double-breasted operations.

"Something's got to be done. It seems like the trucking industry's being let go by the Teamsters," said Aaron Belk, candidate for Southern Conference vice president on the Ron Carey slate. "Organizing has to become the No. 1 priority of this International union, and it will, after December when the Carey team takes office. We saw in Orlando how Durham protected the current leadership's multiple salaries. That tells you where their priorities are at."

Central Transport Owner-Operators

Durham's Inaction Puts Union in Deeper Hole

The 1988 contract for Teamster Central Transport owner-operators who haul LTL freight over the road for Central Cartage was not settled until last fall. As negotiations for the 1991 contract start, inaction by R.V. Durham, head of the freight division, has put the union deeper in a hole at this carrier, one of the nation's largest.

Members had previously rejected proposals negotiated by Michigan officials Carlo Scalf and William Bernard, but finally accepted a deal with some gains and retroactive pay (they thought).

But after continued stalling on paying thousands of dollars in retroactive pay, and after the firing of one of the owner-operators' rank and file leaders, Jim Hobbs, 24 drivers from Cleveland, Canton and New England descended on Durham's office at the Marble Palace in Washington, D.C., on Aug. 14, 1990.

After initially refusing to meet, Durham finally gave in and told the drivers he would back up Hobbs and aid in gaining retroactive pay. One year later, Hobbs is still fired, his family is suffering and many of the owner-operators still have not received their retroactive pay.

After Hobbs' case was deadlocked at the Central Conference grievance panel in December, it was not until

June 5 that a national panel was held to hear his and other grievances. If this is an introduction to Durham's firmness with management, it's nice to have a warning.

Hobbs' case was deadlocked and is now subject to economic action. His discharge and all drivers' retroactive pay should be settled before any other items are discussed in the negotiations now starting under the chairmanship of Donald Sawochka of Gary, Ind., Local 142.

Last year's agreement also "redcircled" the number of Central Transport jobs as of April 1, 1990 (about 800—down from a high of 1,400 in 1988) to protect them from encroachment by Central's non-union P.A.M. division. Central also had a division that supposedly hauls only truckload freight, U.S. Truck.

The cutbacks in this year's "Iron, Steel and Special Commodities Rider" to the Master Freight Agreement have increased management's incentive to have U.S. truck haul Central Transport's less-than-truckload freight.

Central Transport is down to about 350 drivers. Many grievances have been filed, but no action taken. It seems the union is ready to let one of our largest freight carriers slip through its fingers by inaction.

West-South Solidarity Builds as Lockout in South Enters 15th Week

Matlack Teamsters in West Prepare for Bargaining

The tank line contract covering more than 200 Matlack employees in seven locals spanning the West Coast from Long Beach to Seattle expired on June 30. Members continue to work, however, while no reports of any negotiations are forthcoming.

Tank Line News

Teamsters at Matlack on the West Coast suffer contract provisions and pay notably substandard to freight even though they work with dangerous chemicals and are required to be masters in their craft. They have endured concession after concession. Top Matlack drivers on the West Coast earn \$12.42 an hour while Matlack drivers in the South earn a mere pittance of \$9.82! Both rates are a far cry from the full rate under the Master Freight Agreement.

Matlack employees in Louisiana and Texas can attest to the ruthlessness of their employer as they enter the 15th week of a lockout.

"We are in a much better position to bargain with Matlack here on the West Coast because unlike our brothers in the South, Matlack hasn't established its double-breasted companies here—yet!" said Frank Ackley of Local 692 in Long Beach. "Now

that we have decent strike pay, the option of a strike once again becomes a real threat to the employer instead of a bargaining tool for the employer to scare the workers into accepting a bad contract. We should be able to force Matlack to bargain in good faith."

There is still the real problem of getting union negotiators, in particular chief negotiator Roy Nunes, to take the aggressive stance needed to deal with Matlack. Drivers at Matlack are already taking steps in the right direction by circulating a list of demands for signatures that will be delivered to Nunes, who is also the principal officer of Local 291 in San Leandro, Calif.

Rank and File Demands

The rank and file's demands include long-overdue pay increases that would bring parity with freight, removal of a three-tier pay scale, pension increases, an improved grievance procedure, and a regional contract covering all Western states, if not a national agreement.

Joe Vernaza of Portland, Ore., Local 81 has been working with Matlack members in the South during their fight for a decent contract.

"They can't run the traffic around

us with non-union drivers like they are doing in Louisiana and Texas," said Vernaza. "We have an opportunity to really force Matlack to bargain a just contract. We don't have strong leadership, so our members have to really make our leadership know that we mean business and if need be we will strike. Our demands are reasonable."

\$200 Strike Benefits

Matlack workers in the South, who are still stunned over chief negotiator Mitch Ledet's refusal to take pickets on the road and use their legal right to extend picket lines, are now receiving both unemployment and out-of-work benefits of \$200.

"This will definitely help our members and their families both financially and spiritually," said Allen Hall of Local 270 in Louisiana. "Word about the increase in strike pay came to me

right from the convention and I immediately reported it to our members. Our rank and file delegates at the convention made this increase possible. We take our hats off to them for their tremendous courage—and their compassion for their brothers and sisters."

Matlack Teamsters from Louisiana and Texas are ready to assist and meet with Matlack Teamsters on the West Coast. As awareness grows on the West Coast, members know that if Matlack can break the union in the South, conditions nationwide will become vulnerable.

This is the kind of solidarity management fears. For more information on bringing Southern and Western Matlack Teamsters together, or if you are interested in organizing a meeting to invite Southern Matlack Teamsters as guest speakers to your area, contact the TDU national office.

'Profit-Sharing' Plans Revoted at NMFA Employers

Advance Members Stop Illegal Vote in Milwaukee

Following ratification of the new Master Freight Agreement in April, freight Teamsters at 14 companies revoted on their so-called "profit-sharing plans." Under Article 6, Section 2 of the NMFA, ratification required 75% approval. Members at 11 of the companies voted to retain profit-sharing plans, while workers at the other three turned it down in the first vote.

The companies and the union were so anxious to have these plans ratified that in one case they attempted to take illegal measures to get a plan approved. At Advance Transportation, a regional carrier based in Milwaukee, workers rejected profit sharing. While Advance Teamsters in outlying areas voted heavily for the plan, members in Milwaukee opposed it 98 to 44.

The day after the plan was turned down, three company representatives flew to Washington to meet with IBT Freight Director R.V. Durham. Two days later, a TITAN message was posted at the Milwaukee Local 200 union hall announcing that a revote would be taken in Local 200 alone, claiming there had been a "misunderstanding" among the Local 200 workers. Apparently the corporation and Durham felt there was no need for a revote in other locals representing Advance workers, since they had voted to accept the plan.

Immediately after the first vote

failed, Advance management held meetings with the Milwaukee workers to warn them that unless they ratified the plan, Advance would not be able to stay in business and they would lose their jobs. "I think they were selling a snow job on everyone to try to get them to vote yes," said Burt Roberts, an Advance worker in Milwaukee. Roberts and co-worker Pete Majchrzak contacted TDU and then initiated legal action against the union for violating the workers' rights to a fair vote. "There was no misunderstanding," explained Roberts. "We voted it out. We didn't want it."

Bringing Advance workers from other locals into the legal action as well, Roberts and Majchrzak went to court requesting an injunction to stop the second vote. In response, the union agreed to not count the results of the illegal Local 200-only vote, and conduct a revote throughout the entire Advance Transportation system. Roberts and Majchrzak collected over a thousand dollars from nearly 50 Advance workers to help cover legal fees. The revote will be conducted by mail ballot and the results counted on August 6.

In other profit-sharing votes, workers at ANR and Earl C. Smith voted their first plans down, and ratified a second offer that increased the operating ratio at which the company would have to share its profits.

Spread the News!

Order Convoy Dispatch By the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. Help keep other Teamsters informed by ordering a bundle to distribute.

Bundles are sent each issue. Prices per issue:

☐ \$3 for 10 ☐ \$5 for 20 ☐ \$6 for 50 ☐ \$10 for 100

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

Return to: TDU, Box 10128, Detroit, Mich. 48210

Freight Lines

Preston Manager Puts Foot Down (or in Mouth).

So much for teamwork among "Associates" at Preston Trucking. Manager Bob Guerrierie knows what Teamsters respond to best—good old-fashioned discipline. Wrote Guerrierie to all coordinators on May 1:

"Counseling is good; but are we applying progressive discipline? The ... IBT do not recognize counseling. They do, however, recognize verbal and written warnings, suspensions and terminations. Now seems like as good ... as any to make up for lost time. Counseling is bullshit and gets you nowhere."

"IT'S HAMMER TIME!"

"Hold their feet to the fire. We are paying good money; so no one is doing favors. They are getting paid to do their job, now hold them accountable. (If) their mistake costs us money, then they should pay for their errors."

"JUST DO IT NOW"

Wonder if Guerrierie will pay for this error when top management sees how he's blown their cover?

Former PIE, Transcon Owner Found Guilty of Fraud.

Leonard Pelullo, whose companies bought Transcon and PIE in April, 1990, and closed them both before the end of the year, has been convicted of conning one of the nation's largest savings and loan associations. He was found guilty of 50 counts of fraud and racketeering by a federal jury in Philadelphia on July 3. Sentencing is set for August 30, according to *Transport Topics*.

Pelullo agreed, pending a possible appeal, to forfeit \$2.2 million, a Montana sheep ranch, and \$700,000 he received in the sale of a horse farm.

IBT CONVENTION, ELECTION NEWS

The Power of Democracy

Rank and File Victory!

History was made during the week of June 24-28 in Orlando, Fla. In that week we won victories and reforms to make our union stronger. We nominated a dynamic new leadership team—the Ron Carey Slate—that we can elect in December. The rank and file are starting to call the shots, and by the end of the year can be in the drivers' seat.

No longer, as in past conventions, did frightened delegates march in lockstep with the International leadership. Democracy has come to our union and the leadership could no longer arrogantly disregard the inter-

ests of the membership.

Sure, they still resisted the attempts of the rank and file to put an end to exorbitant multiple salaries, but at least they were embarrassed into selling off the luxury private jets.

And, no, they could not bring themselves to support the democratic election of convention delegates—too many officials had fallen when challenged by the rank and file. But the prospect of having to face the rank and file this December in the first-ever democratic elections for top officers forced them to give lip service to the rights of the members.

The leadership controlled the chair and, for most of the convention, the majority of delegates as well. But with elections looming ahead, in the end they had to dance to the tune of the rank and file.

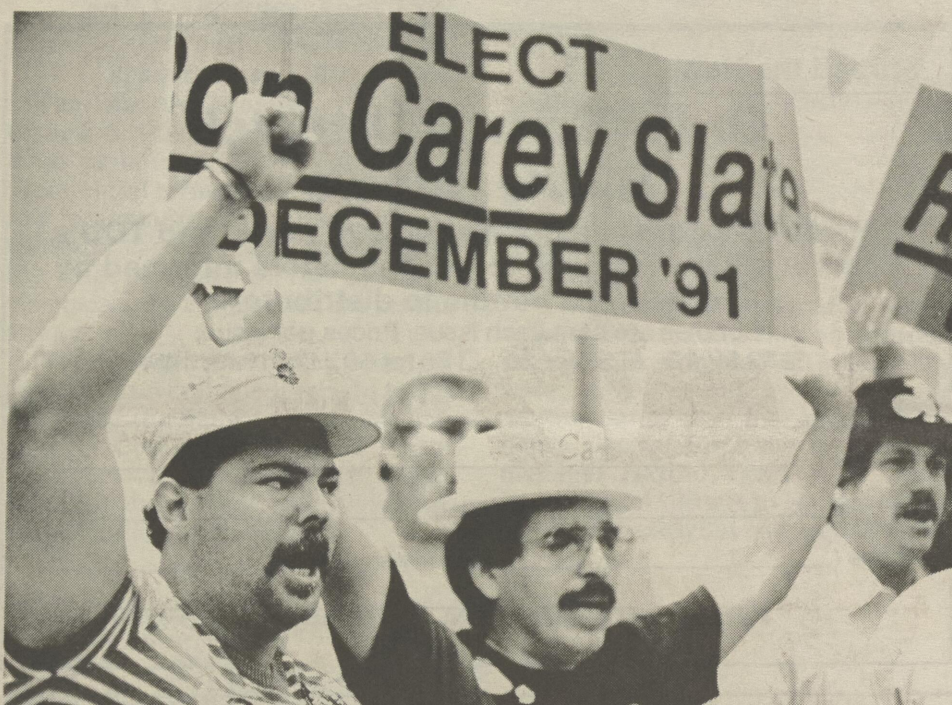
Quadruple strike benefits? Who would have guessed it? TDU motions to give the membership the right to vote on contract supplements were voted down at the last two conventions. Not so this time.

Nothing said it better than 1,000 delegates standing up in a "division of the house" chanting "R. V., Stand Up" as they voted to raise strike benefits to

\$200 a week over the strenuous objections of the leadership. We won that victory!

Why after all these years did various factions of the leadership support some of the reforms that they have spent a lifetime opposing? Because even though they controlled the majority of delegates, the bulk of the delegates who had been elected in contested elections were Carey delegates. And everyone knew it.

Democracy is a powerful medicine. The rank and file stands ready to administer another even more powerful dose in December.



Delegates and members cheered Ron Carey's nomination for Teamster president in a spirited floor demonstration, chanting "Ron Carey, Right to Vote."

What We Won

These are the major victories won at the IBT Convention. Every one of these proposals came from the floor of the convention and from the rank and file of our union.

- ✓ **The Ron Carey Slate**, a working leadership team of 16 candidates for the General Executive Board, were all nominated by a wide margin. They will face the two millionaire slates headed by R.V. Durham and Walter Shea in the December rank and file vote.
- ✓ **Strike benefits of \$200 per week** are in effect right now. Passed, over the objection of the top leadership.
- ✓ **The right of members to vote separately on all master contract supplements and riders.** Passed, over the objection of

the top leadership.

- ✓ **The Right to Vote for IBT officers and Majority Rule on contracts** were written into the IBT Constitution. We fought for this for years, now the top leadership are climbing on the bandwagon.
- ✓ **All the IBT jet planes will be sold.** To head off a resolution submitted by Ron Carey, the chairman interrupted the proceedings to allow a Durham candidate to be the "first" to make this motion. Another goal of the reform movement won.
- ✓ **Future IBT Conventions and events are to be held in union facilities** and utilize union airlines. Amendments from the floor put teeth in this motion.
- ✓ **And More!**

Major Changes in IBT Constitution

These are effective as of June 28, 1991, even though new booklets have not been printed yet.

Right to Vote for All International Officers (Article IV). This major goal of TDU and rank and file Teamsters was passed unanimously (!), even though the top officials oppose it. They went along for the ride, because of the upcoming election they must face.

Majority Rule on Contracts (Article XII). This major reform goal, won in lawsuits three years ago, was approved. Another victory!

Right to Vote on Contract Supplements (Article XII, Section 2(b)). This constitutional amendment, like the two above, was defeated in 1981 and 1986 by the top officials, but this time, we narrowly won it. Submitted by Ron Carey and reform delegates, as well as Harrisburg Local 776 and the Pennsylvania Conference.

Increase in Strike Benefits to \$200 per week (Article XII, Section 14(a)). The reform forces pulled off a major victory, with R.V. Durham again standing in opposition to the change. Pennsylvania again provided key support.

Summary of Other Changes

Name Change (Article I). Our name is now simply the "International Brotherhood of Teamsters."

Secret Ballots for Joint Councils, Area Conferences (Article XVI, Section 1). Local union officials who choose the joint council executive boards and conference policy committees will vote by secret ballot. Previously some did it by secret ballot, some by open voting. Note that this does not mean a rank and file vote. This motion was made by reform delegate George Cashman of Boston Local 25.

International Board Expanded. Instead of 16 International vice

presidents, there will be 23, beginning in 1996 (two Southern, two Canadian, four Western, five Central, five Eastern; two for each conference and one for each 100,000 members over 200,000). Introduced by the top officials. There will be 17 beginning in 1992, with the extra one in Canada. This last part, on Canada, submitted by Ron Carey as well as R.V. Durham and passed unanimously.

Salaries of Top Officials (Article V, Section 1). General President \$225,000, General Secretary-Treasurer \$200,000, plus unlimited paid vacations for themselves, family and staff, and allowances, expenses, and full cost-of-living clause. Future IBT officers cannot make more than the GP (R.V. Durham motion). Multiple salaries for all but those two offices still in effect. (Carey motion to eliminate multiple salaries voted down by Shea, Durham and all top officials).

Court Battles Ahead

Right to Vote for Delegates (Article II, Section 4(g)). R.V. Durham proposed to remove the right to vote by the members for delegates to future IBT conventions, and the convention so voted. However, because this conflicts with the terms of the consent order, it will not go into effect. The reform delegates, led by Ron Carey, fought for the right to vote for delegates, winning about one-third of the convention in a standing vote.

Ethical Practices Committee (Article IXX). The convention adopted language for an ethical practices committee, after rejecting the same language in 1981 when it was proposed by Diana Kilmury. However, the consent order provides for an Independent Review Board, and since its language conflicts, the latter will go into effect (unless it is altered in court).

How We Won the Right to Vote on Contract Supplements, Riders

We won the right of hundreds of thousands of Teamsters covered under master contracts to vote on their supplements and riders to the master. This is a first, and is now in effect. Some 20,000 Teamster car haulers, presently working under a contract extension, will enjoy this right in contract voting this summer.

How this was won on June 27 is a textbook example of the power of the Teamster rank and file reform movement, now that we have the Right to Vote.

Months ago an amendment to the

IBT Constitution was prepared on this issue. It was submitted by Ron Carey, and by other reform delegates, including Dan Campbell of Local 486. And support was built for it, in advance.

What One Local Can Do

The motion was also backed months ago by Harrisburg, Pa., Local 776. Local 776's leadership adopted the motion, and then got other Central Pennsylvania locals on board. Then it was presented to the Pennsylvania Conference, where it was adopted. Conference President John Morris agreed to back the identical motion submitted by Carey and reform forces.

When the motion came to the floor, the TDUs and reform delegates momentarily held back from the 12 microphones to let brother Morris make the motion at mike 9. The motion was seconded by Tom Griffith of Local 776.

Then the reform forces moved on the mikes, as did R.V. Durham and his backers. Durham spokesman Jack Mogelson of Minnesota denounced the right to vote on supplements. Mathis, abusing the chairman position, stated the same motion was

voted down in 1981 and 1986 by the delegates, reminding his followers that it was long a TDU goal.

But the tide was running against them. Carey delegate Ron Aboussie of St. Louis Local 600 got the floor to call for the vote, with R.V. Durham standing right behind him waiting to speak. The delegates voted to call the question. Then the vote on the issue ... and it passed on the voice vote!

We won a major reform, after years of building for it! This was the first big victory of the convention, but not the last. It came because of years of TDU efforts on the issue, solid support from all the reform delegates and the Carey Slate, careful organization and the hard work of Local 776's officers; and of course, the Right to Vote. The Right to Vote meant that many of the officials supporting Walter Shea voted

with us, to embarrass Durham.

Their support was hypocritical, as Shea has fought this issue every step of the way. But with the election looming, the reform movement multiplied our strength by dividing the hierarchy, using their squabbles to benefit the rank and file.

Now, a road driver in California will not vote on the supplement of a dock worker in Virginia. UPS Teamsters in Northern California will not see conditions eroded in their supplement by their votes being overpowered. Anheuser-Busch Teamsters in Newark, N.J., will not see local work rules destroyed over their objections. They will have the right to vote both on the master contract, and on the regional, local or craft supplement. That's democracy, that's unionism. And that's a victory we can be proud of!



\$200 a week

Strike Benefits Raised

The IBT Convention on June 27 saw reform delegates use the Right to Vote to win an enormous victory for setting our union priorities in order. The sight of more than 1,000 delegates standing up in a "division of the house" (standing vote), chanting "R.V., Stand Up!" showed to any skeptic that the reform movement is not only right, but ready to win!

The delegates were standing up to raise strike benefits from the level of \$45/\$55 per week to \$200 per week. R.V. Durham and the majority of the top leadership were fighting it tooth and nail, stating it would cost too much money. This was after they insisted on maintaining their multiple salaries.

The sight of more than 1,000 delegates standing up in a "division of the house" (standing vote), chanting "R.V., Stand Up!" showed to any skeptic that the reform movement is not only right, but ready to win!

At the 1981 IBT Convention, strike benefits were raised \$10. At the 1986 convention, they were frozen. So in the past 15 years, the leadership has seen fit to raise them a total of just \$10. Now, we won a \$150 increase!

All groups at the convention claimed to be for increased strike benefits,

with Durham trying to hold it down to \$100 a week. The reform delegates first made an amendment to the motion for \$150. Dan Campbell of Saginaw, Mich., Local 486, one of the floor leaders of the Carey forces, stated that if an additional amendment for \$200 was offered, it would get support as well.

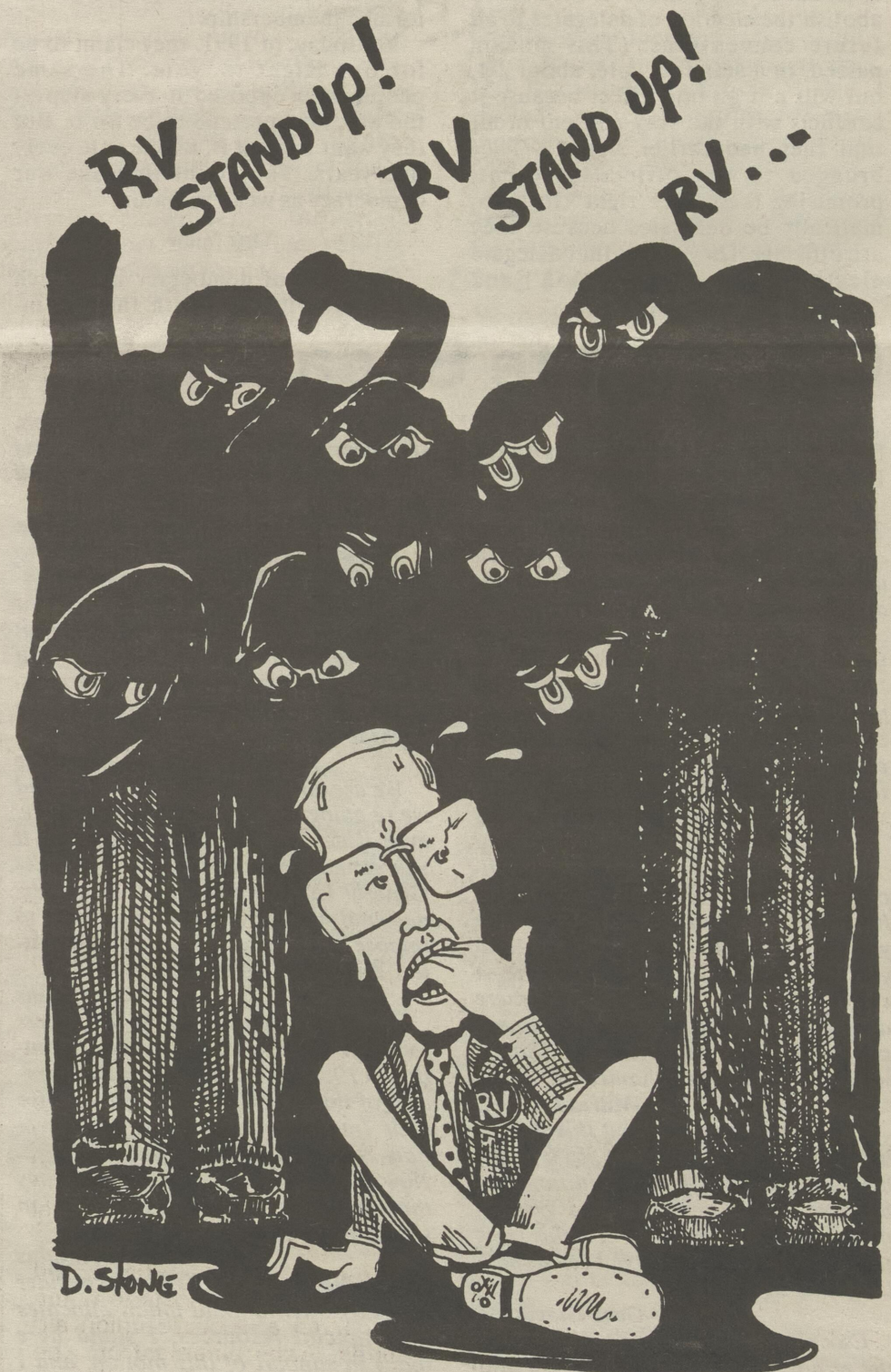
Delegate Carl Gentile of Massachusetts Local 170 made the amendment to the amendment for \$200.

Chairman Weldon Mathis, in one of his many departures from neutrality, announced that even a level of \$100 was high and would cost an additional "\$100 million" over the next five years, he estimated.

Mathis lied. Dave Robbins, secretary-treasurer of Boston Local 504 and a Carey delegate, took the floor to rebut Mathis: "The strike fund is in pretty good shape, because in 1989 the General Executive Board voted to transfer \$34 million out of it into the General Fund. We paid out only \$3.7 (million) in 1990 and \$4.3 (million) in 1989. This was less than the fund itself made on interest."

John Morris, president of the Pennsylvania Conference, called the Durham proposal "Mickey Mouse strike benefits," and then asked Mathis, "Mr. Chairman, can you live on \$100 a week if you were on strike?"

The \$200 proposal was put to a division of the house, and as the delegates in favor rose to be counted, they chanted "R.V., Stand Up!" to Durham and his slate, who opposed the increase. It passed, and we had won another victory in a great day.



R.V. Durham and his delegates would not stand up to be counted when the convention voted to raise strike benefits to \$200 per week.

IBT CONVENTION, ELECTION NEWS

TDU Viewpoint on the Issues Before Our Union

Can the Right to Vote Turn Our Union Around?

Sorry, no. At least not by itself. To mean much, the "Right to Vote" has to mean a whole democratic process—much more than just marking one ballot every five years.

The people of the Soviet Union have had the right to mark a ballot for decades. But they lacked real choices, and chances to debate the issues. Only one party was on the ballot, and that party dictated what could be said about the issues.

In the Teamsters, what are the parts of a real Right to Vote besides marking one ballot every five years? This question was debated at the IBT Convention in Orlando in June.

Old Guard's View

The Durham Slate said nothing else is needed. They made a motion to abolish the election of delegates to all future conventions. (This motion passed, in a standing vote, about 2-1, but will not go into effect because it conflicts with the very consent order that they had earlier signed!) They bragged to the officials present, promising them the "right" to automatically be delegates because they are officials. They stated that delegate elections cause "disruption" and "confuse the members."

They also distributed buttons to all their supporters equating TDU with the mob. TDU is the only organized caucus outside of their control, so they want to squelch it. They want to intimidate members from bunching together, and just deal with each member as an individual. Of course, no individual can challenge the machine. That's why dictators the world over will allow individuals to complain, but stop people from printing independent publications and forming independent organizations.

The Durham and Shea cliques are well-known for squelching debate in union meetings, attempting to block rank and file literature, imposing contracts by minority rule, and keeping the members in the dark as much as possible. In short, they fear an informed membership.

Yet today, in 1991, they claim to be for our Right to Vote. The same people who opposed it every step of the way, now pretend to be for it. But they want to limit it, to one vote every five years. They want to make our democracy as weak as water.

Our View

Our view of democracy is a much fuller one. It starts with this: an in-

formed, active and involved membership will make our union strong. Democracy is what built our union. Democracy is what won the Watsonville strike, where 1,000 Teamsters struck for 18 months and won, by taking back their own union and their own struggle. Democracy is what will rebuild this union.

Therefore, convention delegates in TDU submitted to the Constitution Committee a "Membership Bill of Rights" to be included in the IBT Constitution. This includes the right to debate issues in meetings and newsletters, the right to make motions at union meetings over policy, the right to get contract language in advance before voting on it, and the right to choose between various viewpoints and leaders, not just choose between leaders from the same ruling clique.

A crucial part of this democracy is the right to elect delegates to union conventions. We are for it. Durham,

Shea and the other International officials are against it.

Truly Amazing

We saw in Orlando why we are for elected delegates and they are against it. At the IBT Convention a truly amazing thing happened: there was real debate over the direction of our union.

That debate happened only because we had the right to elect delegates, and because we have an organized rank and file caucus to get our allies elected.

Of course, the clearest example of the importance of having the rank and file viewpoint at the convention was passing strike benefits at the \$200 level, twice the amount proposed by the old guard. Without the rank and file there, it just wouldn't have happened. It would have been like the 1986 convention, where every single

continued on page 9

Carey Slate Speaks Out

Speeches made on the convention floor by some of the candidates on the Ron Carey Slate.

Our victory for the "Forgotten Teamsters" will be when they once again see the huge resources of their union used to reach out in organizing drives to oppressed workers everywhere. ... Our victory for them will be on the day when they know there is no union "Marble Palace." No union official, no union abuse, no union corruption beyond their power to clean up and change. And no dream for a better tomorrow is beyond their reach.

—Ron Carey, accepting his nomination for General President

We are the hard-working union officials, locals and rank and file. You must have done something wrong because you signed it (the consent order) and you put it on us. ... It is a shame, a shame that that leadership up there didn't do it without the government coming in and mandating it. That is what you should be ashamed of.

—Mario Perrucci

We have a chance to put this behind us, to look to the future, to put a membership vote into our Constitution, not because of the deal with the government, because we know it's the right thing to do. It should have been done a long time ago.

—Gene Giacumbo

Our choice is to look at the body of the reform consent decree and see that it does serve the members. If you vote to challenge this decree, the only people that are going to be served are the

lawyers who will get another 25 million, and between the goddamn lawyers and the members, members come first all the time.

—Tom Gilmartin Jr.

We ran in Local 287 on the Right to Vote. Nobody likes the government running any trade union. ... Our people sent us here on a mandate to see to it that this is carried out, and by George, myself and my other four delegates are committed to vote for the right and keep the Right to Vote.

—Ken Mee

We are also for the Right to Vote, and we're going to keep that Right to Vote, even if it's voted down here the way it was stated before. In 1981 and 1986, the General Executive Board of this International had the power at that time to impose an Ethical Practices Committee. They left it off of the floor.

—Doug Mims

I've been a member of the Teamsters for 39 years. When I asked the convention in 1986 to consider giving the members of this union the Right to Vote for their International officers, my reception, to say the least, was a cool one. Now, five years later, I am happy to say that democracy is coming to this union slowly, but ever so surely.

—Sam Theodis

Mr. Chairman, we need to reconsider how this International union allocates its financial resources. I stand here today in support of this motion, and I speak out against multiple salaries.

—Bill Urman



Ron Carey addressed the convention on Friday in his acceptance speech. Members of the Ron Carey Slate stand with him on stage.

Carey Slate Nominated

Three slates and a few lone candidates were nominated at the convention to be on the ballot in December in the first-ever rank and file election. But it comes down to a choice between the same old leadership or the Ron Carey Slate.

The delegates, most of them having faced no opposition in their local delegate elections, gave Durham the most support with 1,001 votes for his nomination. Shea got 574 votes and Carey 289, with nearly all of Carey's support coming from delegates who had won the right to represent the members back home in contested elections. Previously announced candidates William Genoese and Lou Riga were not nominated.

The big loser was Shea, who got most of his votes from New York, New Jersey and Pennsylvania, and showed no national strength. This was most dramatic in the South, where the vote was Durham 87, Carey 42, Shea 3.

The big winner was the rank and file, who now have not only the Right to Vote, but a real choice in December.

The Ron Carey Slate

General President

Ron Carey

Local 804, Long Island City, N.Y.

General Secretary-Treasurer

Tom Sever Local 30, Jeannette, Pa.

Vice Presidents At Large

Mario Perrucci Local 177, Hillside, N.J.

Diana Kilmury Local 155, Vancouver, B.C.

C. Sam Theodis Local 407, Cleveland

John Riojas Local 657, San Antonio, Texas

Jim Benson Local 104, Phoenix

Eastern Conference VPs

Tom Gilmartin Jr.

Local 559, Hartford, Conn.

Gene Giacumbo

Local 843, Springfield, N.J.

Central Conference VPs

Bill Urman Local 792, Minneapolis

Dennis Skelton Local 600, St. Louis

Leroy Ellis Local 705, Chicago

Southern Conference VPs

Doug Mims Local 728, Atlanta

Aaron Belk Local 667, Memphis

Western Conference VPs

Tom Shay Local 57, Springfield, Ore.

Ken Mee Local 287, San Jose, Calif.

Los Angeles Local 63 in Trusteeship

Marciel, Aquino Lose Grip After Delegate Loss

Los Angeles Local 63, one of the largest locals in the nation, is in turmoil. The last few months have been marked by ballot fraud on the part of the Bob Marciel-Bob Aquino leadership, a firm repudiation by the Independent Administrator, a referral to the Investigations Officer and the Assistant U.S. Attorney, and finally a trusteeship imposed by the International.

Things began going haywire for the Marciel-Aquino regime when they were challenged by the Delegates for Carey Slate in the recent delegate elections. Unable to intimidate or politically overpower the reformers in a supervised fair election, the incumbent regime resorted to ballot fraud. Several business agents and Secretary-Treasurer Marciel were discovered to have been collecting and marking ballots on a wide scale.

According to Independent Administrator Frederick Lacey, the Marciel-Aquino slate "demonstrated a total and complete disregard of any basic concept of decency and fair play." So flagrant were their violations of the election rules that Judge Lacey was compelled to disqualify their entire slate after two elections were held and award all 17 delegate positions to the Delegates for Carey Slate.

But the humiliation of being caught with their hands in the cookie jar was only the beginning. After having been jolted by the severity of the Lacey decision and the election victory of the Carey slate, Aquino decided (as rats often do) to desert this sinking ship and lead a mutiny. Under his

leadership, 14 of Marciel's 18 appointed business agents demanded that Marciel resign. Claiming that his reputation had been ruined by the ballot-fraud incident, they warned him that he was dead meat in the upcoming December local elections.

Unaccustomed to criticism, or even honesty, on the part of his underlings, Marciel fired the bunch of them, leaving him with no freight BAs and only a ghost of his previous office staff.

Aquino, fearful that the rank and file would render the final judgment on the union careers of himself and his buddies, has suddenly become a "reformer." Daily, he and his group of former BAs, who now have a lot of free time on their hands, are beating the bushes disavowing their own complicity in the sins of the past and laying all blame at the door of their designated scapegoat, Marciel. Never mind that most of the slanderous trash that appeared in the delegates election was co-signed by both Marciel and Aquino, and that when things were going well and the big bucks were rolling in, they were buddy-buddy.

Into the breach steps the International. Local 63 has been placed in trusteeship. Jim Roberts, from the Western Conference, has been put in charge. While the political infighting and backstabbing continues unabated, to date, several of the fired BAs have been rehired.

Meanwhile, Marciel, who had only weeks before been nominated as a candidate for Western Conference vice president on Walter Shea's slate, was forced to resign from the race in disgrace.

Can Right to Vote Change Our Union?

continued from page 8
proposal from the top leaders was adopted, and the president was carried in on a sedan chair.

Silencing the Rank and File

But the old guard proposes deleting the rank and file voice from the convention, and instead having future conventions composed only of officers. That's because the old guard represents those officers, not the members, and those officers can be counted on to back the old guard. And it's because the more they can silence the ideas and discussion from the rank and file, the easier it is to maintain the power of the incumbents.

The old guard knows the members will never stand for them trying to take away the right to cast a ballot. So they pretend to be for it. But maybe they can keep the Right to Vote from meaning any more than marking a ballot for International office every five

years. If so, they can still hold onto their fat jobs and pensions and perks, and pass those salaries on to their children.

We know that only the fullest democracy can make our union strong again, sweep aside the tired old leadership clique, and pass along a vibrant labor movement to our children.

Rude Awakening for Durham Delegates

A number of delegates who returned home on a Northwest Airlines flight after the IBT Convention got a taste of rank and file opinion about the December election for International union officers. The entire crew of flight attendants wore Ron Carey buttons and welcomed aboard supporters of the Ron Carey Slate over the airplane PA system. It was a rude awakening for Durham delegates, who thought their majority on the convention floor meant something among rank and file Teamsters.

Mr. Chairman, why would a union leader want to be paid two, three or more salaries? It's against the principles that this union is built upon. We are not a corporation where greed is king. We are a union of brothers and sisters. Let's unite and do what's right. Put that money, millions of dollars, to work in organizing and bargaining and strike benefits.

... The extreme salaries that these International officers make, they need to be cut and put to work for those who paid their salaries. And that's us, the rank and file.

—Delegate Laurie Craig
Local 1145, Minneapolis
IBT Convention, June 26, 1991



Durham Slate Tries to Block Elected Delegates

Actions Speak Louder Than Words

R.V. Durham showed his real priorities at the convention. His words sometimes sounded good, but as we all know, actions speak much louder. Perhaps most revealing about his commitment to rank and file rights, Durham and his slate pushed through a motion aimed at stripping away your right to elect future convention delegates, and to designate full-time local officers as automatic delegates by virtue of their positions.

Since this motion is in direct violation of the consent order, it will not go into effect, but will lead to further expensive court battles. The reform delegates stood up proudly in a standing vote for the Right to Vote, and got about one-third of the convention to stand with them.

Other Durham actions included:

- A policy of continuing to spend millions of dollars in court to subvert the Right to Vote (such as for convention delegates).

- Opposition to the motion to ban multiple salaries for IBT officers.
- Opposition to the motion to increase strike benefits to \$200.
- Opposition to the right to vote on supplements and riders to master contracts.
- Opposition to the elimination of the "presidential travel" clause of the IBT Constitution (Article V, Section 2), which provides for unlimited vacations with all expenses paid for the president, his family and staff! Durham supporter Weldon Mathis used the chair to actually bar this motion from being made at all.

Shea Proposes Nothing

Walter Shea, running for IBT president, submitted not one single change to the IBT Constitution. Nor was he an elected delegate to the convention. Nor has he ever been a working Teamster. What you might call a perfect zero.

Durham, Shea Blow Smoke

Convention Votes to Spend Millions More in Court

The IBT leadership on June 24 showed their priority for our treasury: continued and endless trips to court to undo the consent order that they themselves signed. They led the convention to vote to reject the language on the Right to Vote in the signed document, and to continue to fight it in court.

The Durham forces controlled the chair, and called upon one of their candidates, Chuck Mack, to present a written speech, which was distributed in advance as a press release to the media.

Another Victory for the Rank and File

Teamster Jets to Be Sold

Durham forces tried to steal some of Ron Carey's thunder, again using their control of the chair to violate the convention rules. Carey had submitted a resolution on priorities, which included getting rid of the union's five jet planes. But it did not make it to the convention floor for a vote.

On Friday, June 28, Mathis aban-

The surprise of the day for them came when 21 of the next 27 speakers to address the convention were reform delegates and candidates aligned with the Ron Carey Slate. Each one spoke out against government interference in our union, but addressed the issue of how and why the consent order came about, how to clean up our union ourselves, and also addressed the Right to Vote.

The voice vote went approximately 2-1 to continue the misdirected court battles, at enormous expense to our union.

done the order of the business, which was to proceed through the constitutional amendments, and called upon Harold Leu of the Durham slate for a motion.

The motion was to sell all the airplanes! After years of fighting us on this issue, the top officials decided to cut their losses, and let go of their toys. It was passed unanimously.

DELEGATES SPEAK OUT ON CONVENTION

Recognition of Rank and File Biggest Victory

We are all elated by the rank and file's many victories at the convention. But our victories didn't stop with amendments, resolutions and the nomination of the Ron Carey Slate. To me our most exciting victory was the recognition of the rank and file and of TDU.

On the afternoon of the first day, when business started, both the Durham and Shea people realized our strength. We evoked awe as we converged on the microphones, dominating the floor with 21 of the first 27 speakers, and setting the pace for the rest of the week. In spite of their larger numbers, we overwhelmed them in a rally for Ron Carey after his nomination.

To overcome the Carey forces, both Durham and Shea tried to organize and retake the offensive.

They developed communication networks on the floor and used stalling and interfering tactics frequently.

Durham and Shea both adopted the facade of being reformers. They presented amendments tailored after those that we presented to the Constitution Committee, adopted parts of our long-held platform, and made every other effort to act like true reformers. By Wednesday they began to lobby us for our "precious" votes, realizing that we held the balance of power, enough to sway the vote on any issue they differed on. They acknowledged our strength by these actions—we had forced them to respect us!

Democracy is rolling into the Teamsters union like a tidal wave. We may have a long way to go, but it seems we may have already won a big victory.

Jerry Moerler
Local 63 delegate
Los Angeles

Thanks to Those Who Paved the Way

It was the best of times, it was the worst of times. This is how Ron Carey delegates from Local 2757 representing Northwest Airlines flight attendants in Michigan viewed the 1991 IBT Convention.

The majority of delegates vetoed a motion to end multiple salaries for officers and voted to eliminate elected delegates, despite protests from Carey delegates.

The most shameful day for labor was the third day of the convention, when female delegates were treated with unrestrained sexism and disrespect. All the female delegates held their own; however, the idea that women would be treated in this manner by a labor organization is an absolute outrage.

Thursday was a day for needed reform. All Carey delegates were determined in our resolve to fight

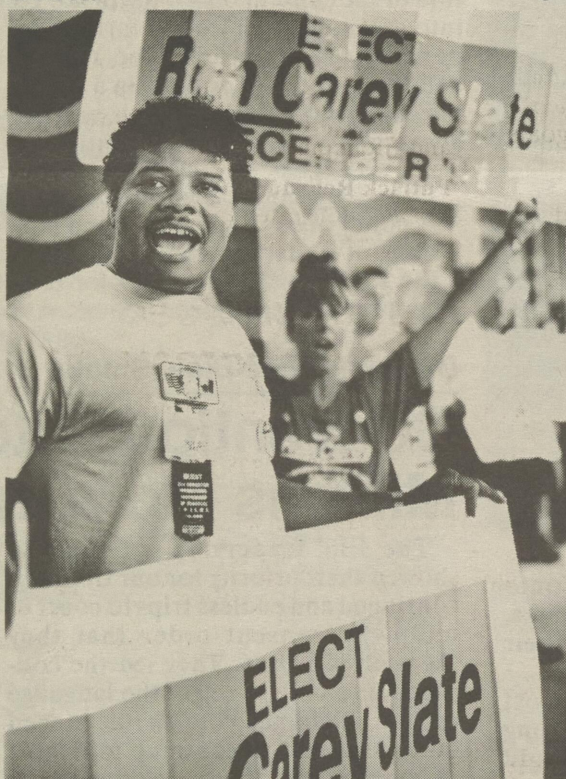
for what was right, regardless of the odds.

When the body of delegates saw the number of Carey delegates march through the convention hall (after Carey's nomination) cheering for the rank and file and the Right to Vote, they saw fire in our eyes and resolve in our hearts.

Shea delegates jumped on the Carey bandwagon of reform and we were able to gain \$200 a week strike benefits, the right to vote separately on supplements and riders to master agreements, and secret ballot elections of joint council and policy committee officers.

As delegates we certainly enjoyed the reform that was achieved at this convention. And to all of those in TDU who have paved the way to democracy and reform in this union, who have walked away from conventions in years past in disappointment, we thank you from the bottom of our hearts and unionist souls. God bless you!

Kym London
Peggy Farrell
Charmaine Bristow
Local 2757 Northwest Airlines
delegates
Detroit



Leroy Ellis of Chicago Local 705 is a candidate for Central Conference VP on the Ron Carey Slate.

Many Years of Hard Work Paying Off

This convention was awe inspiring. When the Ron Carey Slate delegates paraded through the convention hall chanting, "Carey, Right to Vote. Carey, Rank and File," the Durham and Shea people could not believe their eyes and ears. They were stonefaced.

Our many years of hard work in organizing the rank and file and building TDU are paying off. At the 1976 convention, brother Pete Camarata was physically beaten for standing up for the interests of the rank and file. In 1981, TDUsers endured Jackie

Presser's BLAST goon squad and mafioso Roy Williams. We were back in 1986, to throw a wrench into FBI agent Presser's rubber-stamp party. The party may not be over until it's over, but the membership is getting back our union, step by step, inch by inch. Onward to victory!

Dave Robbins
Local 504 secretary-treasurer,
delegate
Boston

Proud to Be a Teamster

Attending this convention as a reform delegate was truly amazing. I guess if I were to describe it I would say that, for me, it runs a close second to the births of my two beautiful children. Both births were very long-labored, but in the end an experience of joy and pride, very much the way one could describe the business conducted during this convention.

Emotions were high and low throughout the week among the debating delegates. As a reformer, I definitely felt my voice represented all the rank and file. Unfortunately, it seemed muffled and lost down that long highway that so obviously separates the ideas of the reformers, who want this union to serve the very people who built it, and the old guard, who believe the rank and file are not capable of determining the direction of our own union.

It would not be accurate to say the convention was an enjoyable experience. However, I can't describe how strong my sense of pride in being a Teamster was as I headed home on that last day. I knew I had done what I was elected to do. I had spoken out for my brothers and sisters back home, and when looking out among the crowd of delegates I knew that no matter how much we had disagreed during this convention, the feeling of "Proud to Be a Teamster" was the one thing all 2,000 of us had in common. That feeling alone is something I am thankful for and will never forget.

Robin Kohl
Local 638 delegate
Minneapolis

Reform Delegates Achieved Goals

As one of the minority of reform-minded delegates, I have to admit being overwhelmed by the huge staff and propaganda blitz promoted by the Durham and Shea tickets.

I couldn't help but wonder how much of the cost of all this (tens, even hundreds of thousands of dollars) was formerly the workers' dues money, which paid the huge salaries

that financed this largess.

R.V. Durham went so far as to invite delegates to a \$100-a-plate campaign breakfast on Thursday. What does this tell the rank and file worker? How does that \$100 fit into your working-class budget? Needless to say, invitation declined, or rather, ignored.

In spite of the fact that we, the Carey reform delegates, were outnumbered, out-gunned and most certainly out-financed, we achieved our goals. The foremost was to get the Ron Carey Slate nominated to the ballot for December. That is when the opinion of the rank and file will make all the difference

Mark Franks
Local 71 delegate
Charlotte, N.C.

A Free Ride?

During my five days on the convention floor I had the opportunity to observe many other delegates. Of particular interest to me were a large block of delegates from the Central Conference, obvious and vocal in their support of R.V. Durham. I watched these delegates cheer when the chair announced, proudly, that 80% of the delegates were local union officials. (Obviously these people were not rank and file.)

I watched as this group vehemently voted down the consent order and members' right to vote for delegates. A vote, I might add, that was a complete waste of the convention's time and geared only to spend more of our money to go back to court, to continue their efforts to take away the memberships' Right to Vote.

I watched as these people supported the idea that they should be delegates by virtue of their office, and not have to stand an open election. I heard their cheers at the remarks that delegates who were not officers were looking for a "free ride."

When, after all the wasted time on the consent order, the convention finally moved on to some of the less-known constitutional amendments, these local leaders were not familiar with them, and seemed confused. I could almost hear them asking each other, "How are we supposed to vote?" Each time their dilemma seemed to be solved for them by an obvious floor leader going to a microphone, speaking on an amendment and letting these delegates (and others) know how to vote. *This is leadership?* It looks like these are the people looking for a free ride. I can only hope these delegates represent a minority of our local leaders.

Now it is up to every Teamster to send a *strong* message to the International and to each local that we are watching, we are involved and we will be heard. We will do this in December by exercising our new Right to Vote. Vote the Ron Carey Slate.

John Payne
Local 961 delegate
Denver

'Rank and File; Right to Vote!'

Written transcripts can only convey a 10th of what actually went on at the convention. To me, the high points of the convention were the demonstrations on the convention floor in support of Ron Carey and Tom Sever, which were beyond documentation.

After accepting nomination each candidate for General President and Secretary-Treasurer was allowed a 10-minute demonstration by their supporters. Durham and Shea had their mechanical demonstrations, but there was something magical about the Carey demonstration that quelled everyone's questions about the depth of his real support.

Maybe it was the high decibel level, which literally shook the entire convention hall. Maybe it was the shocking number of Carey demonstrators and supporters. Maybe it was the conviction that was conveyed through the intensity of the demonstrators' chants. Maybe it was the numbing awareness of the Durham and Shea delegates that the Carey campaign is for real.

Whatever the magic of the Carey demonstration was, it was the Sever demonstration that moved me the most—when the demonstrators turned their attention away from the "good old boys" on stage, moved in mass to the rear of the delegate floor, joined voices with the rank and file supporters and guests in the rear of the hall and thunderously echoed "Rank and file. Right to Vote! Rank and file. Right to Vote!"

Bob Hasegawa
Local 174 delegate
Seattle

Honored to Be Part of History

I returned from the convention with a deeper understanding of the influence of the reform movement, and the belief that we have a real opportunity to elect the Ron Carey Slate and to effect reforms within the entire IBT. The caliber and character of the reform delegates and candidates strengthens my belief.

I was honored to participate in the historic nomination of an African-American candidate for vice president of the Central Conference, Leroy Ellis of Local 705, in my home town; and of a woman and an Hispanic vice presidential candidates at large, Diana Kilmury of Local 155, Vancouver, B.C., and John Riojas of Local 657, San Antonio, Texas.

Nominating my compadre Leroy Ellis was a special treat, culminating months of working together with him and fellow Teamsters in Chicago locals 705 and 710. The Central Conference has in Leroy a candidate with a lot of heart and "motherwit"—truly representative of hard-working Teamsters. Leroy is a genuine person of great integrity whom I respect as one who will give his all for those he represents.

The courage and heartfelt deter-

mination displayed by Diana and the women reform delegates, in the face of shocking and deep-seated hostility directed at them when at the microphones by Durham and Shea delegates, was moving and inspirational. Gillian Furst and Laurie Craig of Local 1145, and Robin Kohl of Local 638 in Minneapolis, along with Doris Williams from my own Local 743, and others, earned my gratitude and pride in their refusal to be deterred or intimidated by the roar of jeers and abuse.

One cannot write a letter about the convention without expressing gratitude to all the women who participated, typically, behind the scenes doing the nitty-gritty work essential to the organization of the movement while encouraging and supporting delegates and candidates.

I am especially appreciative that women have a voice in Diana Kilmury, who 10 years ago stood up for honesty and integrity in the IBT. Diana can be proud in the knowledge that she speaks for the outstanding women of our union.

Pat McIntosh
Local 743 delegate
Chicago

And Winner Is ... Rank and File!

Congratulations to the rank and file! The big winners at the 24th IBT Convention were indeed the rank and file. I was a reform delegate and saw firsthand how with only 15% of the total delegates many of our goals were met.

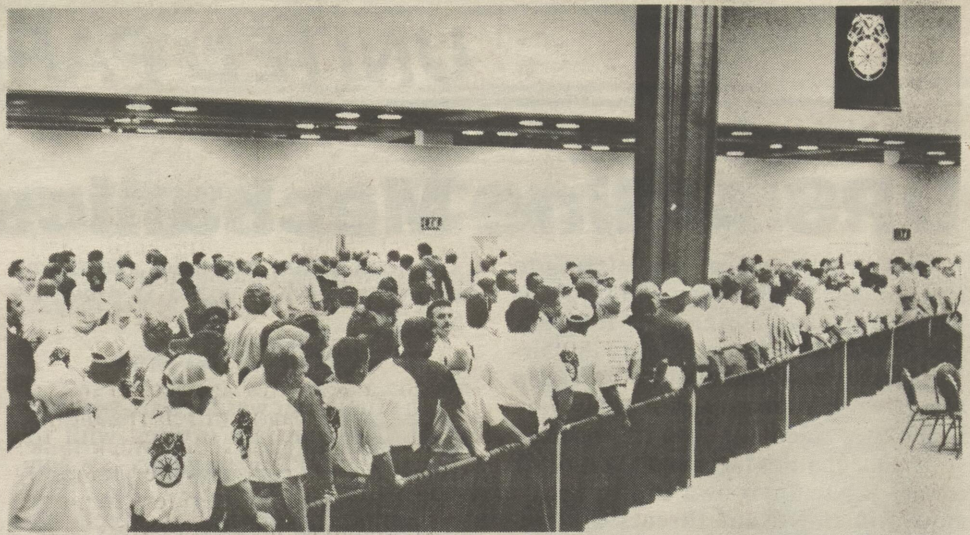
The courage displayed by our reform delegates made me proud. Imagine speaking before 2,000 people, many of them jeering and booing, and still getting your point across. The reform delegates made their speeches and were able to record more victories than anyone could have predicted. I will always remember Ron Carey being lifted onto the shoulders of his supporters and the looks on the faces of the Durham and Shea delegates that said, "The party's over."

The message of this convention was the power of the rank and file. We made many improvements with a small number of delegates, but our work is unfinished. We must now energize the membership to vote for true reform and elect the Ron Carey Slate in the upcoming elections.

Steve Baudo
Local 344 delegate
Milwaukee

Convention Voting

I will always remember the three methods of voting at the convention. Every afternoon for three days I shuffled in rhythmic cadence to the chants of candidates' supporters, packed in among 1,900-plus other delegates, on the way to the cattle chutes that separated the conferences in the secret balloting for nominations and trustees. Each of these days Michael Holland, the Elections Officer, met the delegates on the stairs to the balloting booths; each day I energetically and approv-



Convention delegates line up for secret-ballot voting to nominate candidates for IBT office.

ingly shook his hand.

I will always remember standing during a division of the house in support of increasing strike pay. And I will remember the voice vote where we succeeded in overcoming the "Nays" to gain the right to vote on contract supplements.

I will not soon forget the sound of over a thousand delegates yelling "No" on the motion calling for the direct election of convention delegates, nor the discord a "boo" can create and its effectiveness in drowning out a speech or cutting off debate. My brothers didn't always act the way you expect your brother to act toward you, and a brother never treats a sister the way our sisters were treated at this convention.

I am grateful to have been a tip of the iceberg representing the rank and file members.

Patrick Reardon
Local 7 delegate
Kalamazoo, Mich.

A Fragile Seed Of Democracy

As a guest at this convention, who also attended the last two conventions in Las Vegas, I feel qualified to make some comparisons among the three conventions.

First, let me say that as a TDU member and a strong advocate for democratizing our union, I never really felt I would live to see the day that it would become a reality. Now lest you think that some modern-day miracle took place in Florida, perish the thought. The majority of delegates were old-guard loyalist officers who were orchestrated and manipulated by our old nemesis, Weldon Mathis.

One hates to say it, but if it had not been for the government looking over their shoulder, I doubt there would have been much difference among the three conventions. With government supervision, a fair nominating and voting procedure was followed.

The rank and file delegates performed magnificently. They supported those amendments to the constitution that would have been beneficial to the rank and file, such as the right to vote for convention delegates and to do away with the multiple salaries and pensions that the old guard fought to protect.

The biggest difference in the conventions was the fear factor. Unlike the previous two, where Presser's BLAST and the usual allotment of International goons were an intimidation force, at this convention, delegates and guests were treated with much greater civility. I believe that most rank and file delegates and guests would agree when I say that we felt much more a part of this convention. We were able to demonstrate and communicate with our opponents both inside and outside of the convention hall, a condition that would not have been tolerated at the two previous conventions.

I came away from this convention feeling that a fragile seed of democracy had been planted within our union. Whether it will survive is up to the rank and file. They could go a long way to nurturing its survival by electing the Ron Carey Slate this December. If that happens, there is a good possibility that I may live to see the day that the democratic process is standard throughout the Teamsters.

Bill Slater
Local 315, retired
Lakeport, Calif.

Use Our Right to Vote in December

Never before have I seen so many courageous reform delegates from all over the country speak out against the ridiculous multiple salaries and pensions of incumbent officers. Delegates like Bob Hasegawa of Seattle, Laurie Craig of Minneapolis and Michael Namirr of Atlanta gave a voice to the 1.6 million working Teamsters who drive trucks and work in the factories all across the U.S. and Canada. These brothers and sisters stood up for our Right to Vote.

The look of shock on the faces of the millionaire slate candidates is forever etched in my memory. Hearing our delegates take to the floor shouting "Carey! Right to Vote!" stunned the incumbents. That look of shock will be on their faces again this December when rank and file Teamsters, by our vote, shout, "We have the Right to Vote and we are damn sure going to keep it!"

Charles W. "Butch" Traylor
Local 728 delegate
Valdosta, Ga.

UNITED PARCEL SERVICE

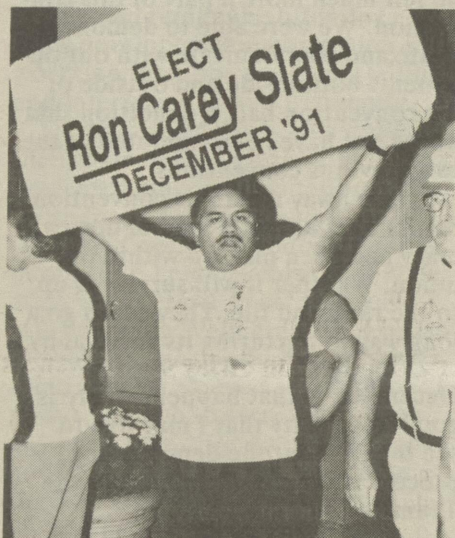
Bargaining Continues on Contract

UPS Airline Mechanics Reject 1st Offer

This summer a sequel is playing to last summer's UPS negotiations. This year UPS is bargaining with Teamster Local 2727, which represents the airline mechanics nationwide who keep the very profitable air operation flying high. They rejected a first offer July 3.

The mechanics have had to weather a sales job by their own union leadership and the usual threats and intimidation by UPS management. But unlike last summer's negotiations, they have a new weapon to add to the power of majority rule: strike pay is now \$200 per week, won at the IBT Convention.

The first offer was rejected 320 to 237, despite the endorsement of the proposal by the local's secretary-treasurer, Bill Ferchak, first appointed to his post by former airline director Bill Genoese.



John Riojas, candidate for VP at large on the Ron Carey Slate, at the IBT Convention.

A look at the first offer shows why the membership voted it down by 57.5%

A Dismal First Offer

The first offer was for a six-year contract. The contract expired with the rest of the UPS agreements last summer, but was extended. Now UPS would like to keep the mechanics thrown off a common expiration date (and the power it holds) with other UPS Teamsters.

The current contract does not specify a ratio of full-time to part-time mechanics, but it's 18-1. UPS wanted language for a 6-1 ratio. The hours of work are comprised of odd combinations, such as five eight-hour shifts, four 10s, three 10s plus two fives, or two 12s plus one six and two fives. Some mechanics have to work split shifts. The proposal would have left this nightmare unimproved.

The proposal contained an eight-tier/12-tier wage rate, depending on experience, with new hires making \$9.25 less than those with 12 years of seniority. There now is a six-tier system. There is no shift differential and no COLA in the contract, and neither was proposed. The current contract contains no sick leave; the proposal offered an "option week." Vacation is three weeks after seven years, with no increases for additional seniority.

For perspective, mechanics should look at the conditions of other UPS Teamsters, such as a feeder driver under the Central States Supplement. The 1990-93 agreement put 50-cent hourly wage increases into this driver's pocket each of the contract's

three years. A cost-of-living clause, though far from satisfactory, will add an additional 11 cents per hour in August and likely a similar amount next August. Hourly contribution increases of 35 cents go into the pension and H&W funds each of the three years. A controversial signing bonus of \$1,000 for full-timers was thrown in (members advocated higher hourly increases instead). Full-time new hires have a temporary two-tier pay scale with a two-year catchup from the date of seniority to the full rate.

This feeder driver gets 10 holidays and a five-day option week; vacation accrues to three weeks at 10 years, four weeks at 15, five weeks at 20 and six weeks at 25. Some local unions within this supplement and some other supplements offer even better conditions.

The Sales Job

Prior to voting on the first offer, the airline mechanics were warned by UPS and the union that a No vote would result in a strike. Other UPS Teamsters found out this was a bluff last summer. So did the mechanics after calling the bluff and voting a weak offer down!

Ferchak now claims he's pleased the members turned it down. But the mechanics cannot forget the sales job published prior to the vote. One letter, signed "Your Bargaining Team," stated:

"Compromise is the word of today. Do it or do another Eastern. ... UPS has given all of us a good job when we needed it most. Where is our loyalty? Do you want to kill the goose that lays the golden eggs? You can, it's all up to you. VOTE NO FOR THE CONTRACT and TAKE THEM ON STRIKE, that should do it."

Of course, management has been doing its fair share of intimidating also, using threats or sweet talk as convenient to their purposes.

UPS's World Class Profits

Obviously UPS is a goose with many golden eggs, and the mechanics have no desire to kill it off. They simply want what's fair from an extremely profitable corporation. Despite worldwide expansion and development of its own airline, UPS had net (after-tax) profits of \$5.04 billion in the decade of the 1980s! In 1989 alone UPS had revenues of \$12.36 billion and net profits of \$693 million. In 1990, net profits were \$597 million.

Bargaining Continues

The goal is not to strike UPS. The goal is a fair contract for the Teamsters who make this success story possible. But it often seems UPS management only respects power, so the mechanics must continue to build their solidarity. The newly won strike benefits of \$200 per week after the first week are effective now. A show of

solidarity and strength may actually make a strike unnecessary.

Renewed bargaining is expected July 29. As the stakes rise, the airline mechanics should be aware of what happened last summer. When rank and file criticism and solidarity grew after UPS's "final offer," UPS and the union went back to the bargaining table to sweeten the deal before the ballots were mailed by adding the bonus and slightly modifying the COLA formula. The members' major demands, such as dealing with the grievance procedure and the part-timers' multi-tier pay scale, were not addressed. The ballots went out with the union continuing its stance that there would be a strike if the members voted No.

But just before the ballots were counted, UPS and the Teamsters admitted they would return to the bargaining table after a No vote. The members felt tricked, but it was too late. The contract passed.

The airline mechanics have already jumped one hurdle. UPS Teamsters from coast to coast will be supporting them as they continue their struggle for a contract worthy of the name "Teamster."

For more information on TDU, and on last year's negotiations and UPS financial reports, contact the TDU national office in Detroit at (313) 842-2600.

UPS & Downs

Election Officer Rules Carey Stickers on CB Boxes OK.

Local 344 feeder driver Mike Brannan arrived at his center in Milwaukee and discovered that his radio box was missing. He went into his supervisor's office to talk about it and saw six radio boxes sitting on the supervisor's desk, all of them with Ron Carey stickers on them. The supervisor told him there was a new company policy that all stickers, regardless of their content, had to be removed from radio boxes.

Brannan knew UPS had never objected to stickers until Ron Carey stickers began to appear, so he filed a protest with Election Officer Michael Holland. Holland upheld Brannan's protest on July 11, stating "neither Mr. Brannan nor his fellow IBT members employed by UPS will be disciplined for having stickers promoting the candidacy of Ron Carey for IBT General President affixed to their personal CB radios." Furthermore, Holland ruled the practice may continue.

A copy of Holland's decision is available from the TDU office in Detroit; free to TDU members, others include donation for costs.

Economic Relief for Gulf War Veterans.

The media have reported during the past year that men and women activated to military service in Operation Desert Shield/Desert Storm were suffering the loss of the difference in pay between their military compensation and what they would have earned at their civilian jobs. UPS announced in a March 18 letter to UPSers activated for Desert Shield/Desert Storm duty that it would make up the difference in pay, based on a 45-hour week for full-timers and 20 hours for part-timers, effective August 1990 through December 1991.



Power of the Press

Where are our UPS contract books, one full year after ratification? The best the International's been able to do is send out 10 copies of the Master Agreement to each local. But they proved they can do better. Each day of the IBT Convention, books with the transcript of the preceding day's activities were available to delegates. The 150- to 200-page books were published within 24 hours!

CARHAUL NEWS

Bay Area Carhauler Joins Carey Slate

What We Won for Carhaulers at Convention

Ken Mee

Local 287, PMT, San Jose, Calif.

Candidate for IBT regional VP

The recent Teamster Convention in Orlando, Fla., opened new doors for all Teamster members, especially carhaulers. First of all, the entire Ron Carey Slate was nominated. It's no mystery what kind of representation carhaulers would get with either of the other two slates: Walter Shea is leading one, and Jerry Cook has been chosen to run for International vice president with R.V. Durham on the other.

I was honored to be nominated with the Ron Carey Slate as a candidate for International vice president for the Western Conference. When you vote for the Ron Carey Slate in December, you will be voting to give carhaulers a voice at the very top of our union.

I have been a carhauler for 20 years and led an elected delegation of five delegates and five alternates from Local 287 in San Jose, Calif., to represent rank and file interests on the IBT Convention floor.

Right to Vote on Supplements

Motions were passed at the convention that will have a major impact on the carhaul negotiations going on right now. First of all, despite the opposition of R.V. Durham and his slate, we won the right to vote on supplements.

ments. This is one of the biggest pluses we've ever been able to achieve. It means that supplemental issues can't get sold down the river by the National Committee, and then our supplements ratified over our heads.

Carey delegates were way out in front on this issue by submitting the motion in advance.

In the East it means we can protect those superior working conditions and maintain higher standards for other conferences to aim for. In the Central-Southern it means we can demand improvements such as retention of company seniority for union officers. In the West it means we can oppose any shrinking of the area for local pay conditions.

Higher Strike Pay and Majority Rule

Again over the opposition of the Durham slate, strike benefits were raised from \$45/\$55 per week to \$200 per week. Now we know, and the companies know, that we won't starve to death on the picket line.

Majority rule on contracts has been a central demand of our Carhaulers Coordinating Committee since 1978. When it was ratified into our Teamster Constitution at the convention, I remembered the 52 carhaulers who were fired after "No" votes of 61% and 64% in 1976. Because those men took a stand 15 years ago, some of

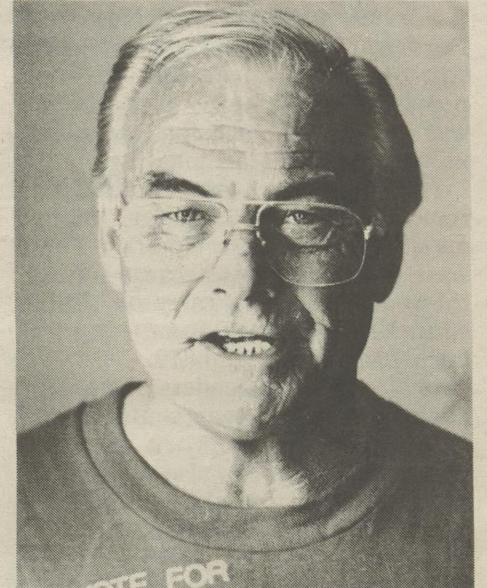
what they fought for is becoming reality today.

Solidarity Is a Must

These changes won at the convention give us extra power in our current contract negotiations, and we all know that this contract is crucial for our futures. We've fought hard in the West, with bulletins and by word of mouth, to build the kind of solidarity that it will take to win a good contract.

We've seen our impact in the recent increase in Western Conference pension benefits. Just like in Central States, we signed petitions, wrote letters and held rallies demanding pension increases. Slowly but surely, the pension trustees are responding to our pressure.

The rank and file movement is responsible for the changes that have happened in our union so far. Carhaulers played a leadership role by rejecting concessionary contracts in



the 1970s and 1980s. We can continue that role by demanding a decent contract in 1991, and voting to elect the Ron Carey Slate in December.

Recall Our Minimum Demands When Contract Announced

By the time this issue of *Convoy Dispatch* hits the streets, our union may have already reached a tentative settlement with the corporations for a new carhaul contract. As we consider a first offer, it is important to remember what is at stake and what we need in a new contract to protect our jobs and our union.

An End to Double Breasting

No more company promises that get broken again and again! As we were voting on our last contract, Terence Russell and Frederick Reinhardt of Ryder System Automotive Carrier Division told us to vote "Yes" because the 1988 contract offer included "seniority protection when a shipper changes carriers." They lied. We need ironclad guarantees that no more non-union subsidiaries will be opened by union carriers, and that current non-union subsidiaries will be shut down immediately. We shouldn't have to accept two-tier agreements in exchange.

Parent Corporations Must Sign the Contract

New contract language alone cannot stop double breasting. We've learned that from experience, and from union attorneys who admit that the existing work preservation language can't be made any tighter. If the corporations are acting in good faith about ending double breasting, they should be willing to sign the contract. Even if Ryder, for example, agrees to shut down QAT today, what will stop them from opening another non-union company tomorrow? No law can force us to ratify a contract we don't like. Even if the union faces legal complications in forcing the

parent corporations to sign, we, the rank and file, can vote down the contract until they sign.

The Right to Strike on Grievances

The proposal the union presented to the employers in April was that we could strike after a grievance had been deadlocked at the national level, or 60 days after the local level hearing. We still need this language. Grievances get held up in the system for months or years while contract violations continue. Just like in freight, if we had the right to strike on grievances we would seldom need to use it, because companies would respect our ability to do so. Double-breasting grievances, such as the one on QAT that is working its way through the grievance machinery now, could be dealt with quickly rather than letting the problem grow for years.

There are other good demands the union made at the beginning of bargaining that we need to remember: the retention of seniority for union officers; port facility seniority; limiting overtime and weekend work while workers are laid off; fixing pay reviews and wage disputes; ancillary charges for owner-operators; reintegrating the separate driveaway committees into the regular panels, and more. We should remember that behind the companies' first offer is always a better second offer.

We have \$200 per week strike benefits, the right to vote on supplements and majority rule on contracts. Let's use these new bargaining chips to win a contract that addresses our needs for today and the future.

Watch for the next TDU Carhaul Contract Bulletin!

Canadian UPS Strike

continued from page 1

time and a half to after the ninth hour instead of the eighth, for new hires, and extending the period it takes new hires to reach full scale from 210 working days to 240.

UPS Teamsters in Canada are covered under a Master Agreement, with no regional supplements or riders as in the United States. Top pay for feeder drivers is \$15.67 (Canadian) and \$15.30 for package car drivers.

Full-time wages in the U.S. are better than those in the Canadian agreement. Wages vary, depending on supplement, but as of August 1, for ex-

ample, a feeder driver in the Ohio Conference earns \$17.80 (U.S.) and a package car driver \$17.25 (U.S.)

The economic terms of the three-year U.S. agreement ratified last summer contained 50-cent hourly increases each year, 35-cent hourly increases into health and welfare and pension funds, a bogus cost-of-living formula that resulted in 11 cents this August and could result in a similar sum next August, and a signing bonus of \$1,000 (for full-timers).

Negotiations in Canada had not reached a monetary proposal before the strike.

NMFA Vacation Trick

continued from page 1

date occurs on or after April 1, 1991, are entitled, if otherwise qualified, to three (3) weeks' vacation for their 1990-1991 anniversary year.

"Employees who complete nine (9) years' service and whose anniversary date occurs on or after January 1, 1991, are entitled, if otherwise qualified, to three (3) weeks' vacation for their 1990-1991 anniversary year."

What this means in English is that the National Committee, headed by R.V. Durham on the union side, has agreed with the employers' side of the committee that some higher seniority

eight-year Teamsters and nine-year higher seniority Teamsters get the shaft—they don't get the third vacation week they were promised, so junior employees will get more vacation time (so much for the principle of seniority).

Dan Brescia, a dock worker at St. Johnsbury Trucking in Bridgeport, Conn., Local 191, was one of the workers who lost out on the three weeks' vacation.

"Anybody who votes for Durham for president has got to be a fool—he screwed you once, he'll screw you again," Brescia told *Convoy Dispatch*.

SOFT DRINK, LOCAL NEWS

Local 812, Coca-Cola

N.Y. Soft Drink Workers Silent No More

For years members of New York Local 812 have produced and peddled soft drinks and beer without much protest. The work was hard, the pay was standard, the pension low and the union leadership intimidating.

In late 1990, Louis Rumore was removed from the local for "being a member of La Cosa Nostra." There wasn't too much fuss because son Anthony was there to carry on. But it soon became clear something was deeply wrong in Local 812.

In May the local leadership not only negotiated a five-year contract with Coca-Cola of New York that cuts wages and jobs, they also tried to set up a separate union, the International Beverage Union, and asked members to allow the executive board to

"transfer" them into this non-Teamster front. In the same balloting on May 30 and 31, they asked for a 10-cent "per compensable hour" monthly dues increase to go into the general fund "for strike benefits."

Members were presented with these goodies at each worksite and shown only the changes, which were meaningless without the original contract to compare them to. If someone objected to a contract provision, the business agent would often assure them, "Oh, we changed that."

When the last vote was underway at Smithtown, the outcome was unclear. But to this day no vote count has been released. The vote was a farce and is being challenged.

More than 80 Local 812 workers

met on June 9 in a packed hall in Queens. They were mostly Coke drivers, but also production, and included workers from Canada Dry and Pepsi. Attorney Louie Nikolaidis explained their rights and the first step of filing internal union charges was taken. This challenge was unheard of and Local 812 officers disappeared for several weeks, despite the Pepsi contract vote, which had been set for right after the Coke vote.

But the Pepsi workers had been forewarned. When they invited a TDU member to talk with them at lunchtime, they got historic representation—all five business agents at once. The workers stood their ground and 59 of them signed a request for fair balloting procedures.

As a result, many offending provisions from the Coke contract were removed. Coke had switched from hourly to mileage pay on most runs for tractor drivers. The company had been given full discretion to assign workers each week on either five-eighths, four-10s, or three 12-and-a-half-hour days. It's called the flex week, but really deserves a new name, like the Pretzel Week.

Pay was also cut for new workers at Coke on traditional high-seniority jobs, high-low battery work and running the palletizer machine. Seniority had been shifted so a senior worker

coming off comp could be put on hand stacking and a junior nephew of the foreman put on the palletizer. Also, people off on disability for a year would lose their jobs. These provisions were taken out of the Pepsi agreement.

Larry Farkas, a long-time TDU member at Coke who rallied opposition, said, "It's good the members are realizing that we are the union, not an executive board that acts as a money-collection agency and treats the local as a private social club. They must be responsive to us, not to Coca-Cola and Cliff Rissel (vice president of operations)."

A leaflet in English and Spanish announced another meeting for July 28 to plan the next legal steps. Representatives from the route drivers' organization have been invited. Their contract expires in two years and the "bulk delivery" provisions of the new contract will devalue routes and trucks that they had to buy from the company previously.

Connecticut is also part of Coca-Cola of New York. As *Convoy Dispatch* goes to press, Hartford Local 536 is preparing to fight the layoff of all but 10 of their two dozen tractor drivers because of the drivers' refusal to wait without pay when their trucks are loaded and unloaded in Albany and Syracuse.

St. Louis TDU Plans Carey Days

As guests arrived at the TDU 600 chapter meeting in St. Louis on July 15, they were greeted with the flavor of the IBT Convention through posters containing pictures of various convention scenes, as well as brochures from the exhibition hall. The atmosphere was complete with a cassette playing the Teamster theme, and a video tape showing interviews of Ron Carey and Diana Kilmury. Souvenirs, provided by delegate John Sabourin, could be purchased to provide funds for the Carey Campaign.

Approximately 50 concerned Teamsters were then called together as Bill Bauman (delegate from Local 688) chaired the meeting, giving highlights of the IBT Convention, going on to the important business of planning strategy from now to the TDU Convention in October, and from then to the elections in December.

Dennis Skelton, candidate for

Central Conference vice president, explained goals and objectives over the next several months. Sarah Bequette stressed TDU's role by saying this is more than just a campaign for Ron Carey, it's a campaign to reform the Teamsters union. She reminded us that for this campaign to be successful, it must reach out from the workplace and encompass our families.

Two local strategies were discussed: an outreach program tying in local issues with national ones to contact other shops and barns; and having Carey Days, with lime green T-shirts from the convention to be worn on Wednesdays as a tool to increase the visibility of the campaign.

The meeting was complete with local press coverage, and those in attendance left with enthusiasm for working toward these goals and the TDU Rank & File Convention here October 25-27.

West, Watson Charged With Accepting Employer Money

The court-appointed Investigations Officer has filed charges against two prominent "old guard" officers in the Southern Conference, one of whom is on the R.V. Durham slate, for activities stemming from a testimonial dinner organized in 1984 for retiring International Rep W.C. Smith.

The charges were filed against Luther Watson, the principal officer of Joint Council 87 and Local 480 in Nashville, Tenn., and Don West, an International vice president from Birmingham, Ala., and a candidate on Durham's slate. Smith's son, W.C. Smith III of Local 891 in Jackson, Miss., is running for Southern Conference vice president.

Tickets to the dinner were sold to Teamster employers for \$100 each, far in excess of the actual cost of the dinner. Over \$45,000 was raised in this manner, and given to W.C. Smith as a retirement gift. This was their first il-

legal act, since it is unlawful for union officials to accept contributions from employers. Their second illegal act was when West and Watson opened a bank account under Joint Council 87 to hold the monies but, in an effort to cover their tracks, failed to list the account on the JC 87 LM-2 report.

Aside from the violations of law, what kind of cozy relationship do Watson and West have with the employers that they would donate thousands to Watson's and West's pet project?

In a third charge, Watson was accused of maintaining "a bank account entitled 'Local 480 Special Employees Fund.'" According to the charges, Watson "deposited into this account money deducted from the paychecks of Local 480 employees which was used, among other things, for your personal benefit."

Watson failed to report this account on the Local 480 LM-2 report.

Mathis Tries to Renege on Constitutional Change

Transit-Mix Strikers Force IBT To Pay \$200 Strike Benefits

Striking transit-mix drivers in Detroit Local 247 were elated to discover that reform delegates at the IBT Convention were able to quadruple the existing strike benefits from \$45/\$55 per week to \$200 per week. Little did they know, however, that they would have to defend their legal right to receive the new benefit.

The strike of more than 500 workers at 28 employers in the Detroit area was already in its fourth week at the time of the convention. The old constitutional language called for the \$55 rate after the fourth payment. But delegates at the convention adopted an amendment that would raise the weekly check to a flat \$200 rate, payable after the first week of a strike. When questioned the convention floor when the new rate would go into effect, Secretary-Treasurer Weldon Mathis had said, without hesitation, the week after the convention.

But the Detroit transit-mix strikers found out that Mathis' words and deeds were two different things. When negotiating committee member John Vamplew contacted Mathis' office and spoke with his assistant, Jim Casey, he was told they would get \$100 per week until the fifth check. Casey, speaking for Mathis, stated it was "just like the

old \$45/\$55 situation."

Quick action on the part of the negotiating committee members, with the help of TDU attorney Paul Levy, forced Mathis to back off the stand that a two-tiered rate remained in effect. Mathis contacted Carl Gentile of Local 170, the maker of the motion, who clarified his intent.

Mathis was attempting to override the convention vote, in favor of the Durham-Mathis view, but now had to back off.

A July 10 Titan message then went out from Mathis to all local unions announcing that "Article XII, Section 14 was amended to provide a flat out-of-work benefit rate of \$200 per week payable to members of a local union out of work because of a strike or lock-out." ... "The new out-of-work benefit structure replaces the previously followed two-tier rate structure."

Striking transit-mix workers received a retroactive check for \$155 to offset having only received \$45 the week after the convention.

"This was a great victory for the rank and file," declared Gary Wade, a driver from National Ready-Mix and union negotiator. "It wouldn't have happened if we didn't have the right to elect delegates to this convention."

LETTERS FROM OUR MEMBERS

TDU's Helped You; Now Support TDU

My husband Doug and I attended the June IBT Convention. This was our third convention, Doug having been a delegate in '81 and '86. This convention was totally different.

Three slates were nominated for the General Executive Board, two of which have a woman running for vice president—unheard of before. Delegates voted to raise strike benefits to \$200 a week and to put a cap on officers' salaries, ideas that were booed and laughed at by some of the same delegates in '81 and '86. They even voted to sell the IBT jets. How did this all come about?

I firmly believe with all the strength I have that TDU, organized in 1976, was mainly responsible for this. That and an honest union officer who put his members first, Ron Carey, and his slate.

For years, too many Teamsters simply paid their dues and took no part in the union. Some local officers probably found this discouraging, but too many saw a good situation for themselves and began to get rich off the rank and file. But there was still a spark among the ashes. Some Teamsters saw what was happening and decided to take a stand against overwhelming odds. They were small in numbers but giants in courage and stamina.

TDU members need never hang their heads in shame, but can stand tall and proud for their accomplishments, such as the Right to Vote for top officers, increased strike benefits and the right to vote on contract supplements. TDU has fought for all of these since 1976 and now they belong to you, the rank and file.

If you are a Teamster or Teamster spouse, join this wonderful organization. If you haven't renewed your membership, do it now. Let them know how much you appreciate what they have done for working Teamsters everywhere.

Mary Allan
Local 208 spouse
Los Angeles

TDU Returns Pride, Dignity, Respect

When I was growing up, I can remember my father coming home from work and discussing company politics, contracts and the union in general. My father was extremely proud of the Teamsters. I was proud of him and let all my friends know he was a Teamster.

I tried on several occasions to become a Teamster, but to no avail. Then a position opened at the place I now work. I was hired and waited with anticipation for my probation to expire. When the day arrived I proceeded to the union hall with my \$133 initiation fee and my expectations of becoming a Teamster.

At the hall, a receptionist approached me with a blank glare. I

told her I was there to join the union. She asked me a few questions and told me how much I owed. She handed me a receipt and walked away, just another transaction.

I stood there in disbelief. I couldn't help thinking, is this it? Where is the pride, dignity and respect of being a Teamster? The receptionist apparently had no intention of instilling any of these traits.

When I went to work that night I talked to my steward, Dave Kapitula, about what had happened. Dave informed me that was a common example of how they greet new members. He also explained that I should have received the Teamster oath, local and International bylaws, and a copy of our present contract. I felt somewhat cheated for not having received any of this.

I returned to the hall the following day. As I smiled boldly and greeted my favorite receptionist, I asked her for the information. She asked me to wait while she got a business agent. As the BA came out he motioned me into his office and asked me how I knew such information. I told him my steward said I was entitled to it. He agreed, and asked me if I was involved with TDU. He said TDU was nothing but trouble, brainwashing and manipulating the new guys. I told him I wasn't in TDU, then asked, "Wasn't TDU a major factor in giving us a free election in 1991 and majority rule on contracts?" He told me the IBT was the major factor, not TDU.

I'd like to thank that BA. Because of him, I not only joined TDU but was prompted to run for a position on our local steering committee. I proudly stand by TDU's principles.

I have found pride, dignity and respect in TDU. Because of them we

have a chance to bring that back to our union and to show the entire world what real Teamsters are and what we stand for.

Matt Henderson
Local 401 steward, Acme Markets
Wilkes-Barre, Pa.

Full Pension for All Retirees

I think that members that are retired with 30 years service like me should get full pension. I worked from July 5, 1952, to January 7, 1983. I get \$250 a month, while other members now get \$2,000 a month plus insurance. What about members like me? We made this union what it is today. We are the forgotten ones. If they will do it to us, they will do it to you all down the road. What kind of union is this?

Eugene Ivey
Local 728, retired
Fayetteville, Ga.

CF Age Discrimination

For the last 10 years Consolidated Freightways has made a practice of discriminating against its drivers who have reached age 55. These drivers are required to submit to a DOT physical yearly instead of every two years as the younger drivers do, even though DOT only requires checkups every two years.

A grievance was filed claiming age discrimination for this practice and was deadlocked to the National Committee. The union's claim was denied because of past practice.

I believe that the union officials have lost contact with the members and what unionism is all about.

These officials should be replaced through the election process.

I urge every Teamster to get involved in the union. Take an active part in seeing we elect good union officials. Make sure our rights are protected.

George C. Witt
Local 229, CF
Mt. Pocono, Pa.

Need COLA on Pensions

I am very pleased to see the 30-and-out pension raised to \$2,000 a month, but I feel we still need a COLA added to the pension. Also, I don't think pensioners should be charged for their insurance. After all, they're the least able to pay the cost, being on a fixed income. Thank you, TDU. You've done a great job.

Charles Chapel
Local 696, Roadway
Salina, Kan.

Thanks for Keeping Members Informed

I've been a UPS driver for 21 years and a Teamster for about the same time. I was never so informed like the past year. You are doing a great job. Please keep it up. I read all the information you send me. Thank you.

Frank Medeiros
Local 251, UPS
Lincoln, R.I.

TDU Meets

ATLANTA AREA

Saturday, Aug. 3—7:30 p.m.
College Park Fire Dept.
Sullivan Road, College Park, Ga.

DOTHAN, ALA.

Sunday, Aug. 4—1 p.m.
Mad Sportsman
1708 Montgomery Highway

EAST BAY CHAPTER

Saturday, Aug. 3
Call: (415) 653-3865
Oakland, Calif.

JACKSONVILLE, FLA.

Sunday, July 28—1:30 p.m.
Hammond Civic Center, 331 W. 12th

LASALLE-PERU, ILL.

Tuesday, Aug. 6—Time TBA
Howard Johnson's, I-80 and U.S. 251

MEMPHIS

Two meetings:
Tuesday, Aug. 6—9 a.m. and 7 p.m.
Airport Inn (old Ramada Inn)
Corner of Lamar and Gitwell

MONTGOMERY-BIRMINGHAM, ALA.

Saturday, Aug. 3—2 p.m.
Shoney's Restaurant
I-65, Mile Marker 208, Canton, Ala.

SAN FRANCISCO

Saturday, Aug. 10—10am - noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.

SAVANNAH, GA.

Saturday, July 27—11 a.m.
Howard Johnson's
Highway 17, Hardyville, S.C.

ST. LOUIS

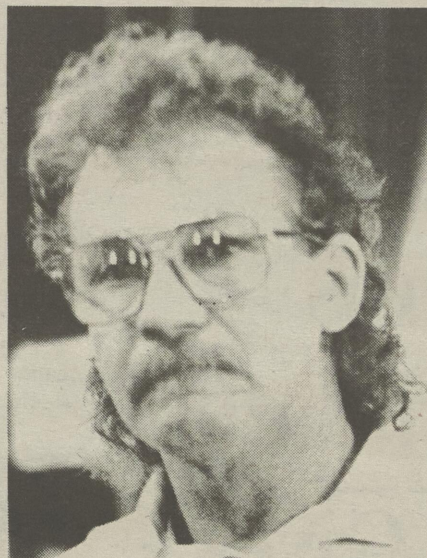
Sunday, August 18—Noon
St. Charles American Red Cross Office
516 S. Fifth St., St. Charles, Mo.

TDU Rank & File Convention October 25-27, 1991 St. Louis

Some say the IBT Convention was about the government, but I feel it was about bringing control of our great union into the hands of the membership. I was proud to tell the members of Local 385 that I supported our Right to Vote for International officers and delegates to future conventions. The Durham-controlled constitution committee and most of the 75% of the delegates who are officials adopted a constitution in violation of the consent decree. In trying to take away our right to vote for delegates, for example, they have ensured that government intervention into our union will continue.

I hope to see all the rank and file Teamsters and officers for reform at the TDU Convention in St. Louis. Local 385 will be there.

—Danny "Pete" Peterson
Local 385, CF
Orlando, Fla.



Carey and Durham Appear As Teamsters Front-Runners

Eastern Guard Seen as Possible Ballot Spoiler

By Frank Swoboda
Washington Post Staff Writer

ORLANDO, Fla., June 27—The political battle for control of the 1.6 million-member Teamsters union appears to have evolved into a two-man race between Ron Carey and R.V. Durham, with the old guard leaders of the East as potential spoilers for either candidate.

After nearly a week of nominations of candidates for national union office, it is clear that Durham has the support of a majority of the 1,900 convention delegates: enough votes to give him front-runner status going into an election with more people eligible to vote than there are registered voters in 26 states.

But it is also clear that his biggest competition in the first direct, secret-ballot election of officers in Teamsters history is Carey, the reform candidate with the fewest delegates at this week's convention.

The third major candidate for the Teamsters presidency is Walter Shea, generally viewed as the titular head of the union's old guard leadership, which has remained largely silent on many of

the union reforms being proposed at the convention.

The union is under court order to hold government-supervised elections as part of a consent decree signed by the leadership two years ago to settle a major racketeering suit brought by the Justice Department. The election will be held in December.

Shea and Durham are both national vice presidents of the union, while Carey is the president of a United Parcel Service local in New York City and has the backing of the reform union group Teamsters for a Democratic Union (TDU).

"By November and December, the Shea forces will not be a factor, except perhaps as a spoiler," Durham said today. "We clearly kicked their butt."

Carey and Ken Paff, who heads TDU, both agreed with that assess-

ment, based on the balloting for candidate nominations at the convention.

If the Shea ticket does serve as a spoiler in the election, it is expected to hurt Durham the most, since few of Shea's supporters are expected to side with Carey.

At the start of the convention this week, Durham said he thought his main opponent on the convention floor was Shea but that his biggest opponent in the election campaign would be Carey, who has been campaigning at the grass-roots level for nearly two years.

Durham entered the convention with the most to lose. If he failed to get a majority, he would be seen as weak by the union leadership. If he showed delegate strength in the nomination of union officers, however, he could boost his standing with local union officials nationwide whose livelihood depends on picking a winner in this election.

Carey had little to lose in the convention. Armed with approximately 250 convention delegates, more than enough to win nomination, his only real role at the convention was to put the reform issues of his campaign before the convention and force Durham and Shea to deal with them.

"This is show time," Carey said today of the convention. The real election will be out on the campaign stump with the rank and file, he suggested.

"That's where it's at," Carey said. He attacked both Durham and Shea as "born again" reformers.

Durham's appeal to the union rank and file remains untested. And it remains unclear how the actions taken by the convention will play in Durham's campaign.

Armed with new-found democracy under the government consent decree, the delegates—themselves picked in federally supervised secret-ballot elections—have voted a wide variety of changes long sought by TDU and incorporated in Carey's campaign.

Often casting aside candidate preferences, the delegates voted a range of reforms ranging from a doubling of strike benefits to the right to vote on their own local contract supplements in national trucking contracts, issues most other unions' rank-and-file members routinely get to vote on.

Carey will leave the convention taking credit for the reforms and will try to cast Durham as the candidate of old-guard obstructionists for either coming late to reforms or advocating lesser changes.

"This sleeping giant is now becoming awake," Carey said of the union membership. But he said his biggest enemy in the fall election campaign was apathy among a rank and file that has never before had a chance to vote directly for its leaders.

28 THE BOSTON HERALD, FRIDAY, JUNE 28, 1991

Easy win for Teamster reformers

Delegates vote for higher strike pay, right to vote

By PHILIP J. ... JUNE 28, 1991

LOS ANGELES TIMES

LAKE BUENA VISTA
ster delegates
against their top
constitutional am
by union reformer
By surprisingl
gates increased st
\$55 a week, an am
sustain strikers,
greater than that
formers.

Delegates also
the right to vote
agreements. In th
only ratify nation

Teamster Delegates Override Leaders on 2 Key Issues

By BOB BAKER
TIMES LABOR WRITER

ORLANDO, Fla.—Delegates to the Teamsters union convention on Thursday twice voted against the union's leadership, passing constitutional reform amendments long sought by Teamsters for a Democratic Union, the dissident organization whose ideas had been laughed out of previous conventions.

Delegates voted to more than quadruple the union's

union leaders based on national negotiations.

In addition, candidates—union leaders and Walter Carey—to run for rank-and-file election. Durham won. The convention committee had put forth an amended strike benefit, however, and delegates loyal to Carey and Shea lost.

We should pay you \$200 a week, is, a Shea leader in the con-

Mouse."

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production ☐ Other _____

Optional: Spouses name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

TDU membership is kept confidential from employers and union officials.

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

20 DETROIT FREE PRESS/THURSDAY, JUNE 27, 1991

Durham snubs woman candidate

NEWSDAY, FRIDAY, JUNE 28, 1991

Democracy Gives Teamsters a Lift

Union votes to raise strike benefits

on can
member-

ne 1.5
rs are
0 per-